

HARASSMENT

Illegal harassment is unwelcome behavior directed at a member of a protected group and occurs when harassment is such as to create a "hostile environment." A hostile environment is said to exist when:

- An employee has been subjected to verbal or physical conduct that shows hostility toward the employee because of the employee's race, color, religion, national origin, gender, disability, or age; and
- The conduct has the purpose or effect of interfering with the employee's work performance or opportunities, or creating an intimidating, hostile or offensive work environment.