

U.S. Department of Energy
Washington, D.C.

ORDER

DOE 1600.3

6-15-81

SUBJECT: POLICY ON SEXUAL HARASSMENT

1. PURPOSE. To **define** the policy of the Department of Energy (DOE) as an employer with regard to sexual harassment.
2. POLICY. It is the policy of DOE that sexual harassment is unacceptable conduct in the work environment and will not be tolerated.
3. GENERAL.
 - a. Department of Energy employees have a responsibility under the Federal code of conduct and ethics for maintaining high standards of honesty and integrity, and for conducting themselves in a manner that will assure proper performance of the Government's business and maintain the confidence of the American people. Sexual harassment runs counter to these principles.
 - b. Sexual harassment is a form of misconduct that undermines the integrity of the employment relationship. Specifically, sexual harassment is defined by the Office of Personnel Management as deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature which are unwelcome.
 - c. Additionally, sexual harassment is a prohibited personnel practice when it results in non-performance-related determinations, e.g., promotion of an employee who submits to sexual advances, or refusal to promote an employee based on resistance of sexual overtures.
 - d. A supervisor who uses implicit or explicit coercive sexual behavior to control, influence, or affect the career, salary, or job of an employee is engaging in sexual harassment. Similarly, any employee who participates in deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature interferes with work productivity and is also engaging in sexual harassment.



William S. Heffelfinger
Assistant Secretary
Management and Administration

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