

FIBROUS DYSPLASIA FOUNDATION

Sexual Harassment Policy

Each employee, volunteer or supervisor has a responsibility to maintain an environment free of any form of harassment, including sexual harassment. No employee, volunteer or supervisor is to threaten or insinuate, either explicitly or implicitly, that an employee's or volunteer's refusal to submit to sexual advances will adversely affect his or her employment, volunteer status or career advancement. In addition, no supervisor is to favor in any way an applicant, employee or volunteer because that person has performed or shown a willingness to perform sexual favors for the supervisor. Other sexually harassing conduct in the workplace, whether by supervisors, non-supervisory personnel or volunteers, is also prohibited. Such conduct includes any abusive or degrading verbal or physical conduct or contact of an offensive nature, and any conduct that has the purpose or effect of interfering with any employee's or volunteer's work performance or creating an intimidating, hostile, or offensive work environment.