

Anti-Harassment of Tribal Employees Policy

This policy applies to all persons doing business with the Port Gamble S’Klallam Tribe (PGST), including employees.

This policy is not intended to interfere with the police’s regulatory authority. Anyone who feels unsafe at any time should call 911 immediately. Persons subject to this policy may also be subject to the Tribe’s law and order code.

Policy

- 1. The Tribal Government Does Not Tolerate Harassment. All Individuals Who Conduct Business with the Tribal Government Including Employees, Clients, Customers, Vendors, Contractors, and Any Other People to Which We Are Connected Who Harass Employees or Agents of the Tribe Are Subject to Loss of Business with the Tribe and/or Exclusion from the Port Gamble S’Klallam Reservation.**
- 2. Harassment¹ Is Defined As:**
 - Any kind of behavior that humiliates, victimizes, or threatens a person, including directing racial slurs and making sexual advances.
 - Language or conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive work environment.
 - Repeatedly calling a staff member outside of work or showing up at their house for non-emergencies and without prior agreement.
 - Innuendos, veiled threats and inappropriate or offensive jokes.

Harassment can happen in-person, over the phone, or via email, text, social media, or any form of electronic communication.

- 3. Employees Experiencing Harassment Should Call 911 If Safe to Do So, or Another Staff Member Observing the Harassment Will Call 911 to Request Assistance.**

¹ The definition contained in this policy is different than harassment as defined in the Port Gamble S’Klallam Law and Order Code, Title 5. Person subject to this policy may also be subject to the Tribe’s law and order code.

4. The Staff Member Who Was Harassed, and Any First-Person Observer Will Report the Incident Via the Harassment Complaint Form to Human Resources (HR).

5. HR Will Review the Report and Facilitate a Response Per the Tribe's Complaint Policy:

- a. Vendors and contractors outside of the Tribe may be subject to termination of contract and/or exclusion from the reservation.
- b. Employees of the Tribe found to be harassing will be subject to disciplinary action.
- c. Any person who has harassed an employee, including tribal members, may be temporarily banned from accessing tribal government services or will be required to access government services under limited circumstances outlined by the Tribe.