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## NEWS Hostile Environment Policy

At NEWS we believe that in order to promote respect within the lives of those we serve; we must first start by respecting and honoring those we work with. Therefore, NEWS prohibits the creation of a hostile environment of any kind; physical, emotional, or psychological.

It is a violation of this policy to engage in any employment practice or procedure which treats an employee less favorably based upon a person's race, gender, national origin or ancestry, religion, age, disability, sexual orientation, marital status, familial status, atypical hereditary cellular or blood trait, genetic information, or liability for service in the Armed Forces of the United States.

It is also a violation of this policy to use derogatory or demeaning slurs to refer to a person's race, gender, age, religion, disability, sexual orientation, or ethnic background which have the effect of harassing an employee or creating a hostile work environment. Harassment or the creation of a hostile work environment can occur even if there was no intent on the part of an individual to harass or demean another.

A violation of this policy can result in immediate termination of the harassing employee.