

Preventing Harassment, Discrimination, and Retaliation Policy

EXAMPLES OF HARASSMENT

an intimidating, hostile, or of ensive working environment for employees, visitors, or anyone conducting business with Pacific Life will not be tolerated.

Examples Include:

- derogatory or of ensive comments, slurs, or gestures
- of ensive or derogatory emails, online and social media posts, text messaging or computer transmissions where the content or conduct negatively af ects other **workplace**

protected characteristic

EXAMPLES OF SEXUAL HARASSMENT

Examples Include:

VERBAL:

PHYSICAL: Inappropriate sexual or romantic touching, of ensive gestures, physical interference,

VISUAL:

OTHER:

RETALIATION

Retaliation

good faith

is against Pacific Life policy and will not be tolerated.

REPORTING AND INVESTIGATION PROCESS

If a report is made, Pacific Life does not automatically assume a violation has occurred.

substantiated, the seriousness of the matter, and the effect on Pacific Life and its employees. If misconduct is found, Pacific Life will take appropriate remedial action. Possible remedies for

Reporting Violations, Seeking Help, and Raising Concerns Policy

FEDERAL AGENCY COMPLAINT PROCEDURE

