



UNITED STATES DEPARTMENT OF COMMERCE
U.S. Census Bureau
Office of the Director
Washington, DC 20233-0001

FY2024 – FY2026 U.S. Census Bureau Policy Statement on Anti-Harassment

The U.S. Census Bureau is committed to providing a workplace free from harassment or hostile work environment. Harassment becomes unlawful where (1) enduring the offensive conduct becomes a condition of continued employment, or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Unlawful harassment is unwelcome conduct that is based on race, religion, color, sex/gender (including pregnancy, sexual orientation and gender identity), Pregnant Workers (limitations related to pregnancy, childbirth or related medical conditions), national origin, age (40 years of age or older), genetic information (including family medical history), disability (mental or physical) or retaliation/reprisal.

Harassment can be sexual or non-sexual. Sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for career or employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. Sexual harassment also includes offensive comments or behavior directed at a person because of their sex (including sexual orientation, gender identity or pregnancy).

This policy also prohibits harassment against individuals for reporting the harassing conduct, participating in a harassment inquiry under the provisions of [Department Administrative Order 202-955: Allegations of Harassment Prohibited by Federal Law \(DAO 202-955\)](#), and providing evidence in any harassment inquiry under the provisions of DAO 202-955.

Every employee has a role in the prevention or elimination of harassment by (1) examining his/her behavior on the job, (2) supporting the Census Bureau's policy on prevention of harassment, (3) notifying his/her supervisor or higher-level manager when there is a concern. Supervisors are responsible for maintaining a workplace free of harassment, for taking appropriate action when they become aware of an allegation of harassment or unwelcome behavior, and for addressing and correcting the misconduct when the allegation of harassment is substantiated.

A supervisor who receives or is made aware of an allegation of prohibited harassment by an employee must immediately report the allegation, in writing, to the Human Resources Division, Employee Relations Branch, even when the harassed employee requests that the incident not be reported. Failure by a supervisor to report the allegations could result in disciplinary or adverse action against the supervisor. Any Census Bureau employee found to have engaged in such conduct may be subjected to disciplinary action, up to and including removal.

Headquarters, Regional Office, and National Processing Center (NPC) employees who believe they have been subjected to harassment (including sexual harassment) may contact a specialist in the Employee Relations Branch at 301-763-3701 and the Employee Assistance Program at 301-763-1681. Employees may also contact the Census Bureau's Office of Equal Employment Opportunity, Diversity, and Inclusion (EEOI) at 1-800-872-6096 or 301-763-2853, via email, eeo.complaints@census.gov or send an e-fax to 301-763-9590. Employees in a bargaining unit may file a grievance via the negotiated grievance procedures.

Robert L. Santos
Director, U.S. Census Bureau

Date