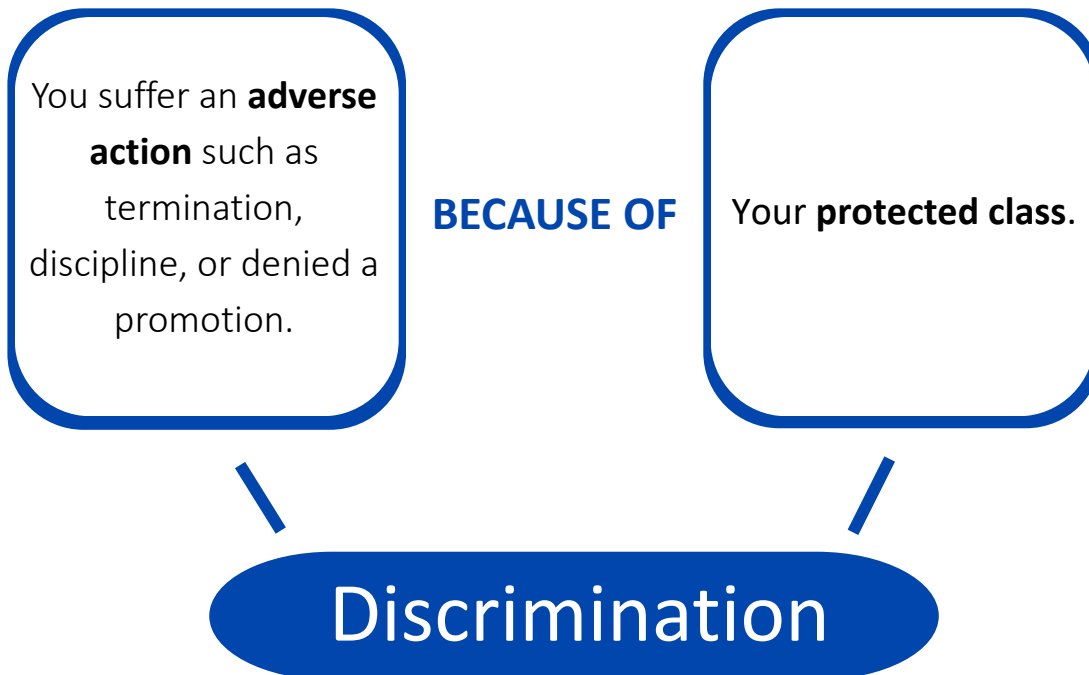


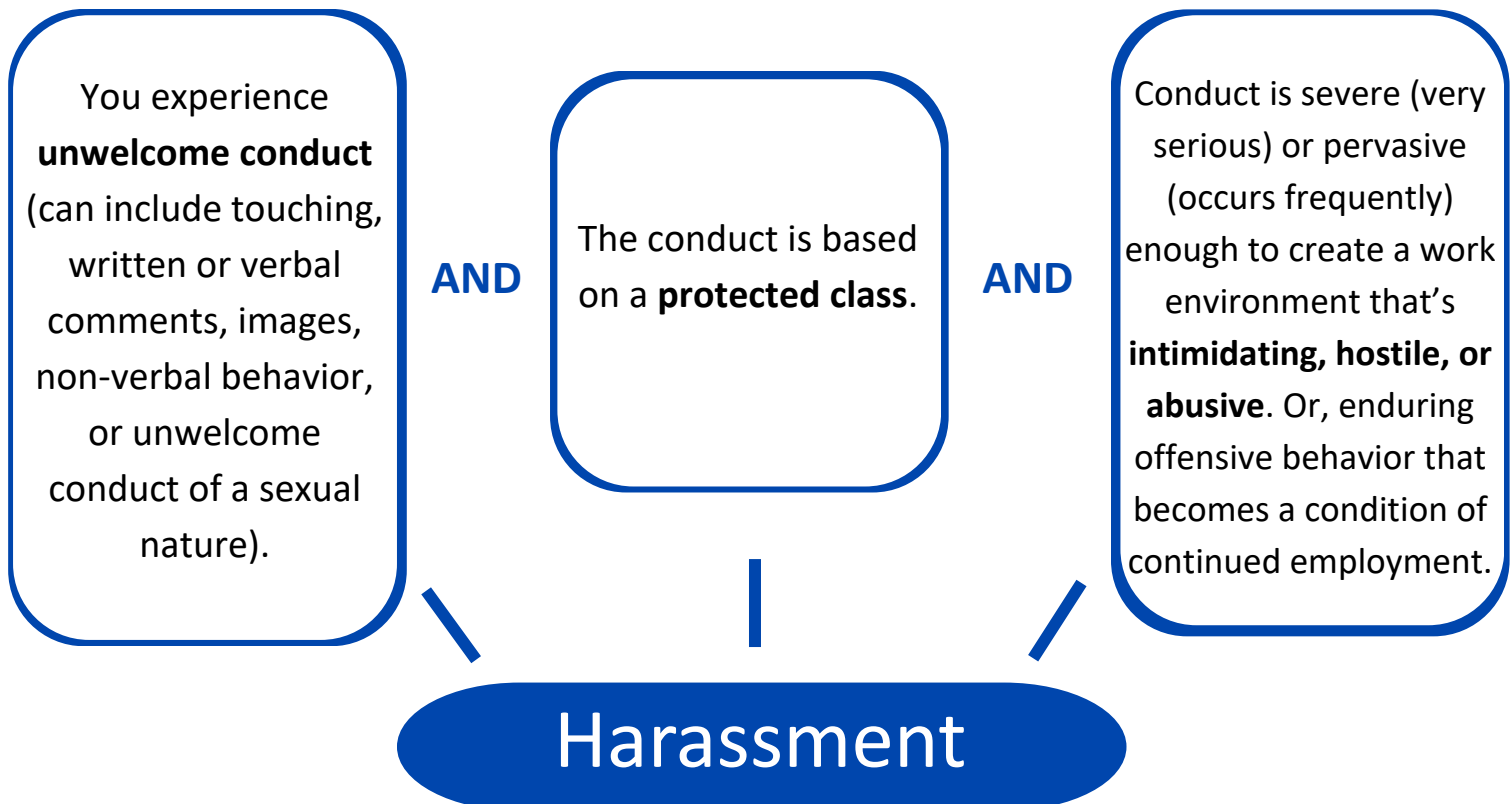


PROHIBITED BEHAVIORS

Both elements below must be proven for a finding of discrimination



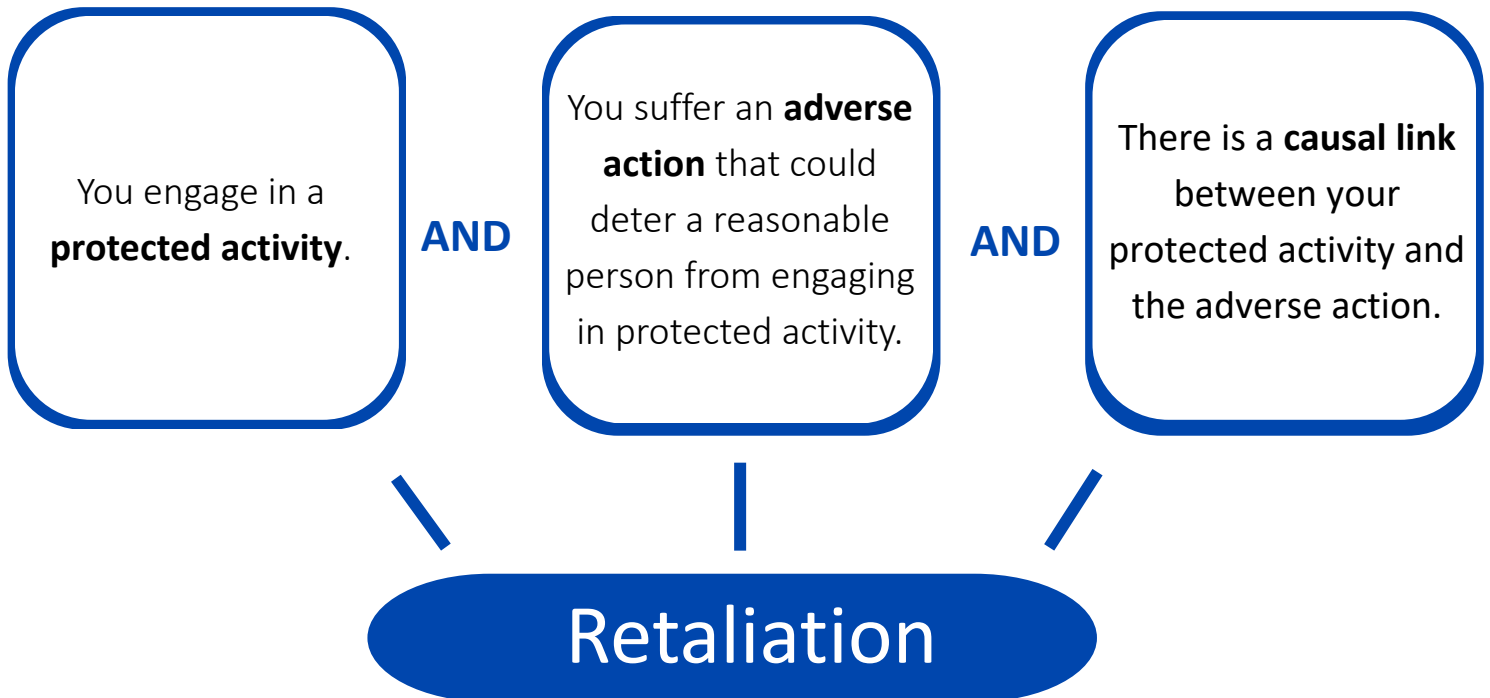
All three elements below must be proven for a finding of harassment



If there is an element missing, it's not considered unlawful discrimination or harassment but may still fall under workplace misconduct ([Personnel Rules Preamble](#), and [Personnel Rule 1.1](#)).

PROHIBITED BEHAVIORS

*****All three elements below must be proven for a finding of retaliation*****



If there is an element missing, it's not considered unlawful retaliation but may still fall under workplace misconduct ([Personnel Rules Preamble](#), and [Personnel Rule 1.1](#)).

What if the behavior doesn't meet all three elements? It may be workplace misconduct.

Workplace Misconduct

You experience conduct that:

- unreasonably interferes with your work performance,
- damages your employment opportunities, or
- creates an environment that a reasonable person in a City workplace would consider intimidating, hostile, or abusive.



Those committing prohibited behaviors may be subject to discipline under [Personnel Rule 1.3](#), up to and including termination of employment ([Personnel Rule 1.1.2 and 1.1.5](#))