



## **POLICY ON HARASSMENT IN THE WORKPLACE**

CONSOL is committed to maintaining a work environment that is free from discrimination and unlawful harassment. Harassment in the workplace based on a person's race, color, ancestry, national origin, gender, sexual orientation, marital status, religion, age, disability, gender identity, results of genetic testing, or status as a Vietnam era veteran, disabled veteran, Armed Forces service medal veteran, recently separated veteran, or other protected veteran as those terms are defined by 41 C.F.R. Chapters 60-250 and 60-300, or any other status or characteristic protected by applicable law is strictly prohibited.

Harassment consists of unwelcome conduct, whether verbal, physical or visual, on the basis of sex (with or without sexual conduct), race, color, age, national origin, religion, disability, genetic information, protected activity (i.e., opposition to prohibited discrimination or participation in the statutory complaint process), status as a Vietnam era veteran, disabled veteran, Armed Forces service medal veteran, recently separated veteran, or other protected veteran as those terms are defined by 41 C.F.R. Chapters 60-250 and 60-300, or any other status or characteristic protected by applicable law which unreasonably interferes with an individual's job performance, or which otherwise creates an intimidating, hostile or offensive working environment, or which results in a tangible employment action such as hiring, firing, promotion or demotion. Harassment may include, but is not limited to, derogatory remarks, epithets, offensive jokes, the display or circulation of offensive printed or visual material, internet, e-mail or text messages, and offensive physical actions.

Sexual harassment also includes unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature. No employee shall threaten or insinuate, either explicitly or implicitly, that another employee's or applicant's refusal to submit to sexual advances will adversely affect that person's employment, work status evaluation, wages, advancement, assigned duties, or any other condition of employment or career development. Similarly, no employee shall promise, imply or grant any preferential treatment in connection with another employee or applicant engaging in sexual conduct.

Sexual harassment also includes unwelcome sexual flirtations, advances or propositions, verbal abuse of a sexual nature, subtle pressure or requests for sexual activities, unnecessary touching of an individual, graphic or verbal commentaries about an individual's body, sexually degrading words used to describe an individual, a display of sexually suggestive objects or pictures in the workplace, sexually explicit or offensive jokes, or physical assault.

All employees are responsible for helping to enforce CONSOL's policy against harassment. Any individual who believes that he or she has been the victim of prohibited harassment or who has witnessed such harassment should immediately report such conduct to his or her immediate supervisor, his or her EEO Coordinator, the Human Resources Department, or

the Legal Department, so that the situation can be promptly investigated and remedied. An employee should immediately report any incident of suspected harassment to CONSOL before it becomes severe or pervasive. Individuals should not feel obligated to report an instance of harassment to their immediate supervisor first before bringing the matter to the attention of one of the other designated representatives identified above. Any questions about this policy or suspected harassment should also be brought to any of the same persons.

Employees should report unlawful harassment without fear of reprisal or retaliation. CONSOL will not retaliate against any individual who has complained internally about alleged harassment, who has filed any formal legal or administrative action alleging harassment, or who has assisted in or served as a witness in an investigation into or proceeding concerning alleged harassment. Anyone found to be engaging in prohibited harassment or retaliation will be subject to disciplinary action, up to and including termination of employment. In addition, CONSOL prohibits retaliation, including intimidation, threats, coercion, or discrimination, because an applicant or employee has engaged in or may engage in any of the following activities:

- Filing a complaint;
- Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act ("VEVRAA"), Section 503, their implementing regulations, or any other applicable federal, state, or local law;
- Opposing any act or practice made unlawful by VEVRAA, Section 503, their implementing regulations, or any other applicable federal, state, or local law; or
- Exercising any other right protected by VEVRAA, Section 503, their implementing regulations, or any other applicable federal, state, or local law.

The matter will be promptly, thoroughly and impartially investigated, and all allegations of harassment will be kept confidential to the extent possible. The alleged harasser will not have any direct or indirect control over the investigation. Employees should be aware that CONSOL may, under certain circumstances, use an outside source to investigate such complaints. Such investigation at a minimum will include an interview of the employee who complained of harassment, the alleged harasser, and others who could reasonably be expected to have relevant information. If CONSOL determines that harassment occurred, it will take immediate measures to stop the harassment and ensure that it does not recur.

Anyone found to be engaging in any type of prohibited harassment or retaliation will be subject to disciplinary action, up to and including termination of employment.