

## VA's Zero Tolerance Policy

VA has a zero-tolerance policy for harassment or sexual assault.

Harassment and sexual assault, including sexual harassment and gender-based harassment, is inappropriate conduct and not tolerated. A comment or behavior that makes another feel uncomfortable could be considered harassment.

VA takes all reports of harassment seriously and will investigate and take appropriate action.



Veterans Affairs Secretary, Denis R. McDonough, administers the White Ribbon VA pledge to Deputy Secretary Donald Remy.

All Veterans, their caregivers, employees, volunteers, and visitors should feel welcome and safe at all VA facilities.

## Report It!

If you experience or witness harassment or sexual assault at a VA facility contact:

### VA Medical Center or Clinic

- » VA Police
- » Patient Advocate
- » VA Management Official

### VA Benefits Office

- » Harassment Prevention Program Coordinator
- » VA Management Official

### VA National Cemetery

- » District Harassment Prevention Coordinator
- » Cemetery Director
- » VA Management Official

### Vet Center

- » Local Law Enforcement
- » Vet Center Director

### Inspector General (OIG) Hotline

1-800-488-8244

<https://www.va.gov/oig/hotline/>

\* The OIG hotline reviews incidents of sexual assault against any individual or non-employee reports of sexual harassment.



U.S. Department of Veterans Affairs

## WORLD CLASS HARASSMENT PREVENTION & RECOURSE

*VA is committed to a culture where everyone is treated with civility, compassion, and respect.*

*VA will not tolerate or accept harassment of any kind, in any facility.*



For more information, please visit [va.gov/stop-harassment/](https://www.va.gov/stop-harassment/)

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## Prohibited Behavior

Prohibited behavior includes conduct that is unwelcome or offensive but not limited to:

**Harassment** is unwelcome conduct that creates an intimidating, hostile or offensive environment.

- » Bullying or intimidating behavior/language
- » Degrading jokes, insults, or slurs
- » Threat of violence or physical assault

**Sexual Harassment** is unwelcome verbal or physical contact of a sexual nature. This can also include offensive remarks about a person's sex or gender.

- » Catcalls "Hey handsome, come sit by me," "You're too pretty to be a Vet"
- » Whistles, leering, staring
- » Sexual gestures, jokes, or teasing
- » Degrading comments about a person's sex, sexual or gender identity, or transgender status

**Sexual Assault** is sexual contact or attempted contact that occurs without explicit consent of the experiencer.

- » Unwelcomed hugging, groping, grabbing, pinching, stroking
- » Forced or intrusive touching
- » Intentionally rubbing or brushing up against someone

## Do Your Part

Everyone can take an active stance against harassment and sexual assault. Two ways to help, beginning today, is to take the White Ribbon VA Pledge and to complete the Bystander Intervention Training.

### White Ribbon VA Pledge



"I, (your name), pledge to never commit, excuse or stay silent about sexual harassment, sexual assault or domestic violence against others."

<https://www.va.gov/health/harassment-free/>

### Bystander Intervention Training

VA Bystander Training will give you tools to respond if you witness harassment, sexual harassment, or assault. It will help you to feel confident in your ability to recognize an inappropriate situation, know what to do or say to prevent it from getting worse, and how to get help.

Take the online training today!

<https://www.veterantraining.va.gov/bystandertraining/>



## VA Resources

### Intimate Partner Violence Assistance Program (IPVAP)

<https://www.socialwork.va.gov/IPV>

### Military Sexual Trauma (MST)

<https://www.mentalhealth.va.gov/mentalhealth/msthome/>

### Women Veterans Health Care

1-855-VA-WOMEN (829-6636)

<https://www.womenshealth.va.gov/WOMENSHEALTH/>

### Lesbian, Gay, Bisexual, Transgender, Queer/ Questioning + (LGBTQ+) Health Program

<https://www.patientcare.va.gov/lgbt/>

### Caregiver Support

1-855-260-3274

<https://www.caregiver.va.gov/>

### Chaplain Service

<https://www.patientcare.va.gov/chaplain/>

### Vet Centers (Readjustment Counseling)

1-877-WAR-VETS (927-8387)

<https://www.vetcenter.va.gov/>

### Veterans Crisis Line

1-800-273-8255 Press 1

<https://www.veteranscrisisline.net/>

### Contact VA & Find Local Resources

<https://www.va.gov/contact-us/>