



## Anti-Discrimination, Harassment, and Bullying Policy

### Introduction

The laboratory is committed to creating and maintaining a safe and respectful work environment for all personnel. This Anti-Discrimination, Harassment, and Bullying Policy outlines the laboratory's commitment to preventing discrimination, harassment, and bullying, and sets out the steps that it will take to ensure that all personnel are treated fairly and with respect.

### Purpose

The purpose of this policy is to promote a safe and respectful work environment for all personnel, and to prevent discrimination, harassment, and bullying.

### Scope

This policy applies to all personnel, including employees, contractors, and volunteers, who work for the laboratory.

### Policy

The laboratory will not discriminate against any personnel on the basis of race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

The laboratory will not tolerate harassment of any personnel on the basis of race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

The laboratory will not tolerate bullying of any personnel by any other personnel, regardless of the reason for the bullying.

The laboratory will provide a procedure for personnel to report incidents of discrimination, harassment, or bullying, and will investigate such reports in a timely and confidential manner.

The laboratory will provide training to all personnel on anti-discrimination, harassment, and bullying policies, and will ensure that all personnel understand their rights and responsibilities under these policies.

The laboratory will regularly monitor and evaluate its anti-discrimination, harassment, and bullying programs and initiatives, and will take appropriate steps to improve its practices.

### **Conclusion**

The laboratory is committed to creating and maintaining a safe and respectful work environment for all personnel. This Anti-Discrimination, Harassment, and Bullying Policy provides a framework for the laboratory's approach to preventing discrimination, harassment, and bullying, and sets out the steps that it will take to ensure that all personnel are treated fairly and with respect.