



## **SEXUAL HARASSMENT POLICY**

It is Eckerd's policy to prohibit harassment of one associate by another associate or supervisor on the basis of sex. The purpose of this policy is not to regulate our associate's personal morality, but to assure that in the workplace, no one is harassed on the basis of sex. While it is not easy to define precisely what harassment is, it certainly includes unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature, such as uninvited touching or sexually related comments. In addition to avoiding these behaviors, all associates must avoid any action or conduct which could be viewed as sexual harassment including:

- (a) repeated sexual flirtations, advances, propositions;
- (b) continued or repeated verbal comments of a sexual nature;
- (c) graphic verbal commentaries about an individual's body;
- (d) sexually degrading words used to describe an individual;
- (e) display of sexually suggestive objects or pictures or anything that promotes the attitude that members of either gender are sex objects.

All members of management will be held accountable for the effective administration of this policy. Any associate who feels that he or she has been subjected to sexual harassment by anyone, including supervisors, co-workers or visitors, or any associate observing such conduct, should bring the matter to the attention of their manager, Human Resource representative, or any supervisor with whom they feel comfortable. If the associate feels that the matter is not being investigated promptly, he or she should bring it to the attention of Corporate Human Resources immediately. The matter will be investigated in confidence. Any supervisor who becomes aware of possible sexual harassment should immediately notify Human Resources.

Every report of actual or perceived sexual harassment will be investigated and corrective action will be considered where appropriate. No one will be retaliated against for making any report under this policy.

Violations of this policy will not be permitted and will result in discipline up to and including discharge.