



Monument Chemical Kentucky
2450 Olin Road
Brandenburg, KY 40108

HARASSMENT IN THE WORK PLACE

To: All Employees

Monument Chemical is committed to maintaining a workplace free of all forms of harassment.

Monument Chemicals' policy in this regard is consistent with that of the Equal Employment Opportunity Commission. The EEOC defines harassment as "unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive." Furthermore, sexual harassment is defined as "unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature."

Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

As with all facets of our fair employment practices, supervisors and managers are individually responsible for insuring compliance with Monument's policy within their respective organizations. Each employee also shares responsibility for maintaining a work place free of all forms of harassment.

If you believe that you have experienced or witnessed harassment in any form, please contact Human Resources as soon as possible.



Tonya Klinglesmith
HR Manager