

[Eradicating Harassment in the World Bank Group](#)

Kiosk Announcements

Eradicating Harassment in the World Bank Group

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The World Bank Group is committed to fostering a positive workplace free of harassment and intimidation, so that all staff can work together with openness and trust. Every staff member has the right to be treated with dignity and respect.

It is totally unacceptable for any staff member to be subjected to harassment of any kind. Harassment is unwelcome verbal or physical behavior that unreasonably interferes with work or creates an intimidating, hostile, or offensive work environment. It includes conduct, comments or displays, made on a one-time or a continuous basis, that belittles a staff member, or causes personal humiliation or embarrassment. One form of harassment of particular concern is sexual harassment: any unwelcome sexual advance, request for sexual favor or other verbal, non-verbal, or physical conduct of a sexual nature which unreasonably interferes with work, is made a condition of employment, or creates an intimidating, hostile, or offensive environment (see FYI/94/020).

All staff are responsible for fostering a respectful workplace. Whether interacting with supervisors, peers or subordinates, staff should treat each other with courtesy, and should avoid behavior that may create an atmosphere of hostility or intimidation. Managers have a responsibility to clearly communicate that harassment will not be tolerated, and to take steps necessary to prevent and stop harassment. Staff have a responsibility to communicate clearly to their colleagues, when possible, about behavior they find offensive and would like to be stopped. Staff should become familiar with, and utilize, available resources for addressing incidents of harassment.

Given differences in culture that can create misunderstandings, staff should act with tolerance, sensitivity and respect in their interactions with others. This policy is operative no matter where staff conduct their work. Mission members should avoid all forms of behavior that could constitute or be interpreted as harassment, and need to take into account prevalent cultural norms. Country Directors and staff should be sensitive to the problems caused by behavior on the part of country officials towards members of the mission team that might be interpreted as harassment, including sexual harassment.

The Bank Group provides a range of resources, and formal and informal

channels, for staff to address harassment. Staff members can expect harassment complaints to be taken seriously and dealt with promptly. The companion "Guidelines for Implementation of the World Bank Group Policy on Eradicating Harassment" provide additional information.

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