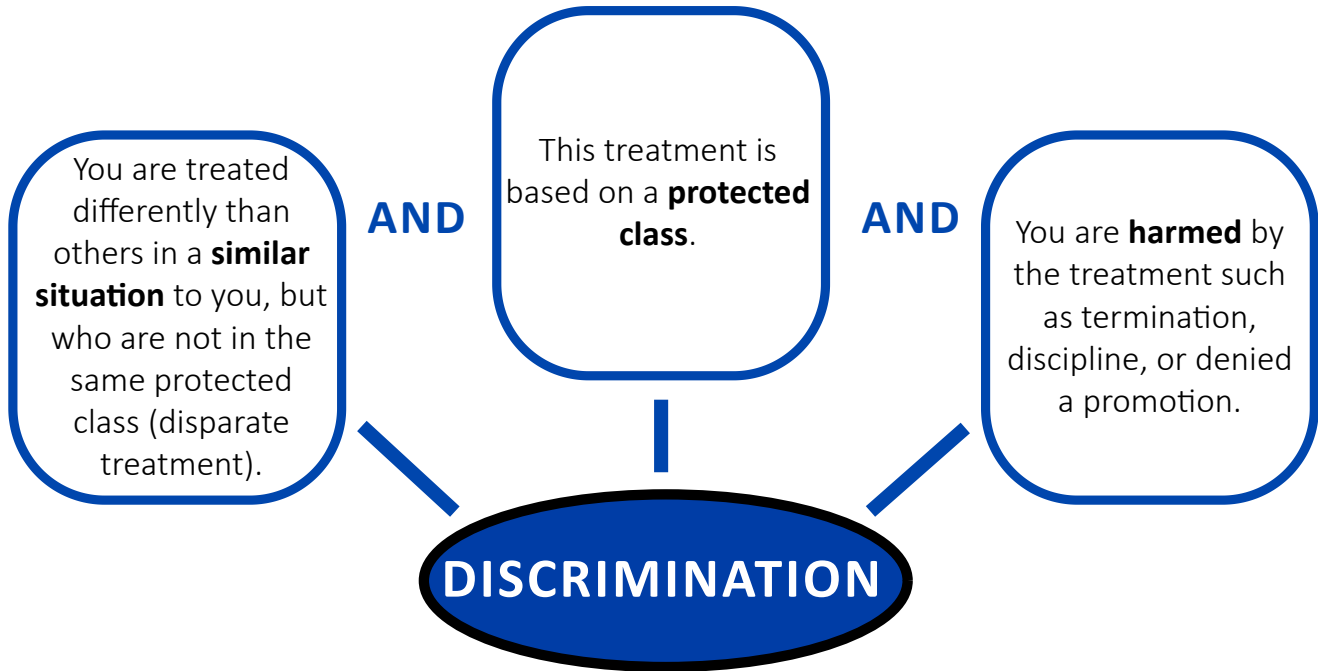




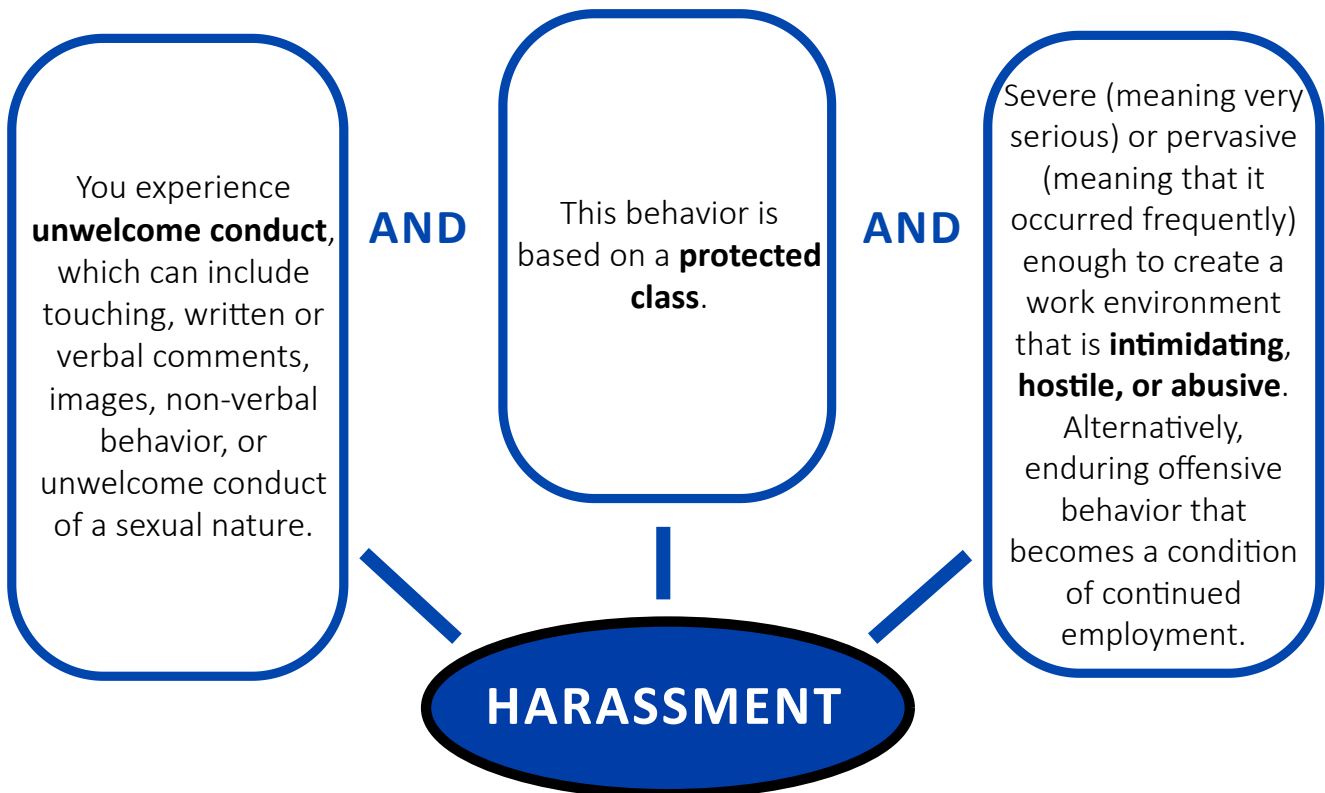
## PROHIBITED BEHAVIORS

**\*\*All three elements below must be proven for a finding of discrimination\*\***



*If there is an element missing, it's not considered unlawful discrimination but may still fall under workplace misconduct (Personnel Rules Preamble and Personnel Rule 1.1).*

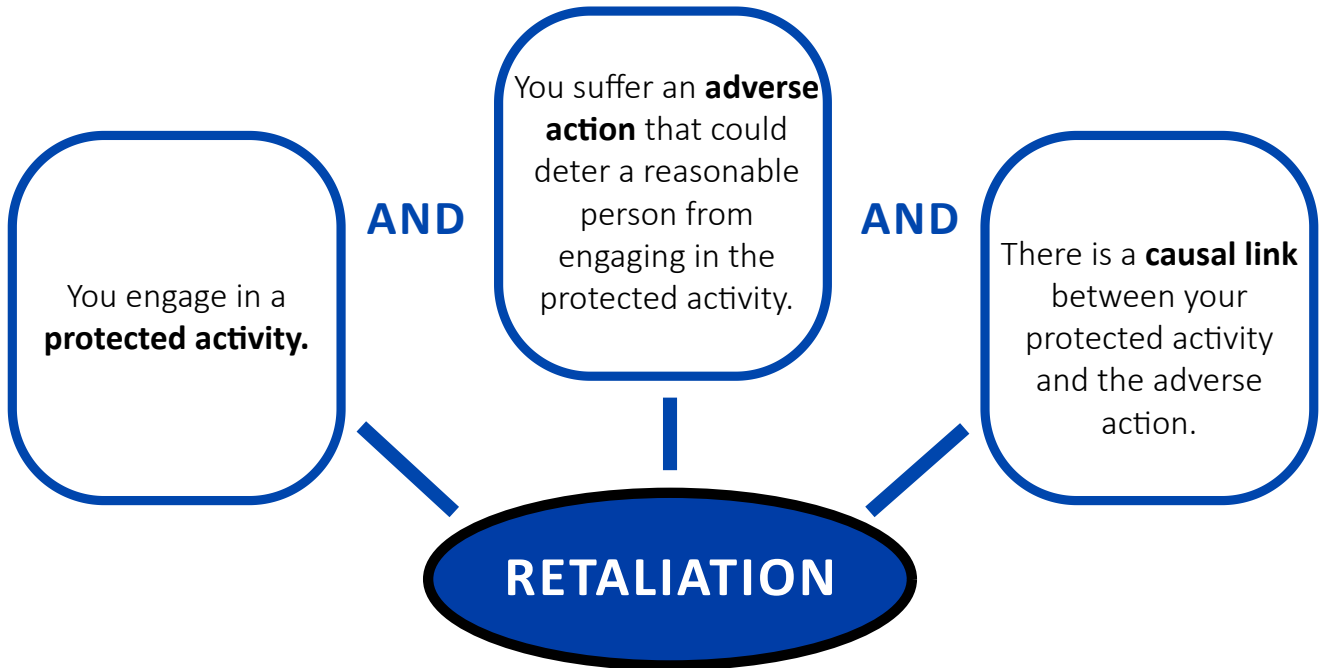
**\*\*All three elements below must be proven for a finding of harassment\*\***



*If there is an element missing, it's not considered unlawful harassment but may still fall under workplace misconduct (Personnel Rules Preamble and Personnel Rule 1.1).*

## PROHIBITED BEHAVIORS

**\*\*All three elements below must be proven for a finding of retaliation\*\***



*If there is an element missing, it's not considered unlawful retaliation but may still fall under workplace misconduct (Personnel Rules Preamble and Personnel Rule 1.1).*

**What if prohibited behavior does not involve a protected class or activity?  
It may be workplace misconduct.**

Workplace misconduct occurs when someone engages in the adverse treatment of an individual, and that conduct unreasonably interferes with another person's work performance, damages another person's employment opportunities, or creates an environment that a reasonable person in a City workplace would consider intimidating, hostile, or abusive.

The diagram shows a blue rounded rectangular box containing the definition of workplace misconduct. A blue line connects the bottom of this box to a central blue oval labeled **WORKPLACE MISCONDUCT**.



An employee found to have committed these prohibited behaviors may be subject to discipline under Personnel Rule 1.3, up to and including termination of employment (Personnel Rule 1.1.2 and 1.1.5).