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Date: Tue, 01 Oct 2013 16:43:20 +0000

Inline-Images: photo_1.JPG; photo_2.JPG; photo_3.JPG; photo_4.JPG

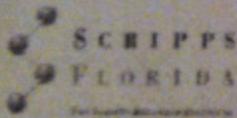
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Response to Harassment



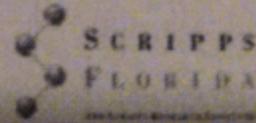
If You Have Been
Harassed

Employer's
Responsibility



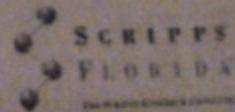
If You Have Been Harassed

- ☞ Admit it's a Problem
- ☞ Speak Up: 1) Tell the person to Stop!
2) Speak to Management or Human Resources
- ☞ Review Scripps Guidelines
- ☞ Tell Someone You Trust
- ☞ Report if Continues
- ☞ Employee's Obligation
- ☞ Cooperate with the investigation



Employer's Responsibility

- ☞ Policy/Guidelines
- ☞ Educate staff through training
- ☞ Take complaints seriously
- ☞ Act swiftly
- ☞ Investigate
- ☞ Confidentiality
- ☞ Follow up with all parties
- ☞ Make decisions about how to proceed



Overview



- ∞ DEFINE & IDENTIFY harassment, sexual harassment and discrimination.
- ∞ BECOME FAMILIAR with the rights and responsibilities of employees and of employers.
- ∞ RESPOND appropriately to harassing, sexually harassing or discriminatory behavior.