

# Harassment and Exploitation



RTI is committed to living our values—not only through our treatment of one another, but also through our collective work as an organization. We take pride in honoring our responsibilities to each other and to the communities in which we work. Our bedrock value, *Respect for the Individual*, is paramount; therefore, sexual harassment, misconduct, and exploitation have no place at RTI.

Our Code of Conduct as well as our Policies and Procedures (portions of which are highlighted in the following sections) make clear that RTI does not, and will not, tolerate these types of behaviors. Our mission to improve the human condition by turning knowledge into practice can be accomplished only if we treat each other, and the world at large, in a respectful, ethical, and just manner.

RTI has a robust ethics program to ensure that our staff, our company, and our partners act in accordance with our values. In addition to counseling staff on adherence to our Policies and Procedures, we also

- Conduct in-person ethics training, both domestically and internationally. This training includes discussion regarding sexual harassment, misconduct, and exploitation.
- Require annual review and acknowledgement of RTI's Code of Conduct by all staff worldwide.
- Offer a confidential email and an anonymous phone hotline that anyone may use to raise questions or concerns.
- Are developing an online training specifically focusing on sexual harassment, misconduct, and exploitation; the training is scheduled to be rolled out to all staff members worldwide in summer 2018.
- Are creating a company-wide mobile device application that will provide instant ethics guidance and a confidential method for reporting concerns.

# Harassment and Exploitation

---

Our Code of Conduct as well as our Policies and Procedures include guidelines and requirements regarding harassment, misconduct, and exploitation.

These include, but are not limited to, guidance regarding

- Human trafficking and commercial sex workers
- Harassment and workplace violence
- Human rights
- Employee fraternization
- Prohibition and prevention of harassment, discrimination, and retaliation (based on RTI guidelines as well as local laws)
- Reporting harassment or discrimination
- Child protection

The following sections highlight excerpts of these provisions. Our Code of Conduct is available in its entirety online at [www.rti.org/ethics](http://www.rti.org/ethics). We are happy to share specific details about our Policies and Procedures upon request.

## Human Trafficking and Commercial Sex Workers

RTI is committed to protecting human rights. Therefore, all employees have a duty to carry out operations in a manner that shows the highest respect for individual human rights. As a government contractor, RTI is committed to complying with the U.S. government's zero-tolerance policy prohibiting government contractors and contractor employees from engaging in or supporting trafficking in persons, procurement of commercial sex acts, or use of forced labor. It is RTI's specific policy that neither RTI, nor any of its employees, shall engage in, support, or promote any of these activities in any country in which we do business.

## Harassment and Workplace Violence

We are committed to maintaining a work environment that is without violence, threats of violence, physical or verbal abuse, harassment, intimidation, and other disruptive behavior. All RTI employees have a duty to avoid such behavior, and we expect our partners, customers, and suppliers to do the same.

## Declaration of Human Rights

RTI is committed to conducting business in a manner that respects and supports the rights inherent to all human beings, whatever their nationality, place of residence, gender identity, sexual orientation, national or ethnic origin, color, religion, language, or situation and as further detailed in the Universal Declaration of Human Rights. Furthermore, RTI adheres to the principles detailed in the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact.

## Prohibition and Prevention of Harassment, Discrimination, and Retaliation

It is the policy of RTI to provide a work environment that supports treatment of all employees with dignity and respect and is free of threatening, harassing, or intimidating conduct. This policy also provides procedures for the reporting and investigation of harassment and discrimination claims in order to ensure that violations are remedied fully.

## Child Protection

It is the policy of RTI to protect children in all aspects of RTI programming. We believe in the fundamental right of children to be safe and free from exploitation and abuse. Where RTI's work includes activities affecting children, the design and principles of that programming will be informed by the principles of the 1989 United Nations Convention on the Rights of the Child and guided by the best interests of those children.

---

### More Information

Mary Elizabeth Reiss  
Vice President, Compliance and Ethics Officer  
+1.919.541.7435  
[mreiss@rti.org](mailto:mreiss@rti.org)  
Ethics Helpline: +1.877.212.7220

---

RTI 11900 0418



RTI International is an independent, nonprofit research institute dedicated to improving the human condition. Clients rely on us to answer questions that demand an objective and multidisciplinary approach—one that integrates expertise across the social and laboratory sciences, engineering, and international development. We believe in the promise of science, and we are inspired every day to deliver on that promise for the good of people, communities, and businesses around the world. For more information, visit [www.rti.org](http://www.rti.org).

RTI International is a registered trademark and a trade name of Research Triangle Institute.  
The RTI logo is a registered trademark of Research Triangle Institute.

