



Leichtag
Foundation

Bullying

Effective April 2021

Bullying in the Workplace

Leichtag Foundation takes pride in creating an environment that is supportive and respectful, and promotes healthy working relationships on all levels and between all departments. As such, it is the responsibility of every employee to commit to and display conduct of a respectful and non-abusive nature at all times.

Conduct that will be deemed abusive in the workplace will be any actions taken with malice. “With malice” is defined as a desire to cause harm, pain, injury, or distress to another, and may include:

- Repeated infliction of verbal abuse (such as derogatory remarks, insults, and epithets);
- Verbal or physical conduct that a reasonable person would find threatening, intimidating, or humiliating;
- Gratuitous sabotage or undermining of a person’s work or work performance.

Leichtag Foundation has a zero-tolerance policy against bullying and encourages all employees to report incidents to their or any other manager or Human Resources immediately.
