



# Harassment-Free Work Environment

VF Corporation Human Resources

Policy and Procedure

Revision Date: March 22, 2016

VF is committed to providing a work environment that is free from discrimination and any form of harassment, including sexual harassment. Therefore, VF strictly prohibits discrimination and harassment on the basis of race, color, religion, sex (including pregnancy, childbirth, breastfeeding or related medical conditions), national origin, ancestry, age, physical disability, mental disability, legally protected medical conditions, gender, gender identity, gender expression, genetic information, military and veteran status, marital status, sexual orientation, or any other basis protected by law.

VF prohibits discrimination and harassment by any associate, including managers and supervisors, towards any other associate, contractor, subcontractor, supplier, vendor, customer, client, or other persons with whom the associate has a business, service or professional relationship. VF also prohibits discrimination against and harassment of any associate by any third party (including contractors, vendors, customers and clients). Any associate engaging in discrimination, or sexual or other unlawful harassment (including conduct that (1) could be perceived as such harassment, or (2) if continued, could become such harassment) will be subject to disciplinary action, up to and including termination of employment.

Unlawful harassment can consist of unwelcome conduct that is based upon an individual's legally protected characteristic or activity. Unlawful harassment can occur between individuals sharing the same protected characteristic (*i.e.*, individuals sharing the same sex, race or other protected characteristic) and individuals who do not share such characteristics. Examples of prohibited conduct can include, but are not limited to:

- Epithets, slurs, negative stereotyping, or threatening, intimidating or hostile acts that relate to any legally protected characteristic or activity.
- Written or graphic material displayed or circulated in the workplace that denigrates or shows hostility or aversion toward an individual or group because of any legally protected characteristic or activity.
- Intimidating, hostile, derogatory, disrespectful, or otherwise offensive conduct or remarks that are directed at a person because of any legally protected characteristic or activity.

This is not a contract and does not alter the at-will nature of any associate's employment. As an at-will associate, either the associate or the company can end the employment relationship at any time, for any reason, with or without notice.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment,
2. Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance, or creating an intimidating, hostile or offensive working environment.

With respect to sexual harassment, examples of prohibited conduct can include, without limitation:

- Vulgar or sexual comments, jokes, stories, and innuendos.
- Graphic or suggestive comments about someone's body or manner of dress.
- Gossip or questions about someone's sexual conduct or orientation.
- Vulgarity, leering, inappropriate touching, and obscene or suggestive gestures.
- Display in the work place of sexually suggestive photographs, cartoons, graffiti, and similar conduct.
- Unwelcome and repeated flirtations, requests for dates, and similar conduct.
- Subtle pressure for sexual activity, including unwelcome sexual advances by a supervisor to a subordinate.
- Solicitation or coercion of sexual activity, dates, or similar conduct by the implied or express promise of rewards or preferential treatment.
- Solicitation or coercion of sexual activity, dates, or similar conduct by the implied or express threat of punishment.
- Sexual assault.
- Intimidating, hostile, derogatory, disrespectful, or otherwise offensive conduct or remarks that are directed at a person because of that person's sex, whether or not the remarks themselves are sexual in nature.
- Retaliation against an associate for refusing sexual or social overtures, for filing a bona fide complaint about sexual harassment, or for cooperating with the investigation of a complaint.
- Knowingly and recklessly making a false complaint of discrimination or harassment or providing knowingly false information regarding a complaint.

Any associate who believes he or she is being discriminated against or harassed or is being subjected to unwelcome physical or verbal behavior by either fellow associates, supervisors, customers, vendors, or others (or who witnesses such behavior by or toward another associate) must immediately report such matter to his or her manager,

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HR Business Partner, and/or one or more of the other members of management or resources identified in VF's [Open Door and Non-Retaliation Policy](#). Managers or supervisors receiving complaints of discrimination or harassment must immediately report such complaints to an HR Business Partner, who will be responsible for ensuring that the complaint is investigated.

All reports of harassment will be investigated by the Company in a timely, thorough, and fair manner. VF will make every reasonable effort to maintain the confidentiality of the matter to the extent practicable. VF strictly prohibits any type of retaliation against any associate for reporting a concern in good faith or for participating in an internal investigation. Any associate who retaliates against another person for a good-faith report of discrimination or harassment, participation in an investigation, or engaging in other protected activity will be subject to disciplinary action, up to and including discharge from employment. See [VF's Open Door and Non-Retaliation Policy](#) for more information.

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