



policy

Effective Date: 01/01/2018, Last Reviewed Date: 01/01/2018

Harassment Free

Owner: Human Resources

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

VF prohibits discrimination and harassment by associates, including managers and supervisors, toward any associate, contractor, subcontractor, supplier, vendor, customer, client or other persons with whom the associate has a business, services or professional relationship. VF prohibits discrimination against and harassment of associates by third parties including contractors, vendors, customers and clients. Associates engaging in discrimination or sexual or other unlawful harassment, including conduct that 1) may be perceived as 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 based on 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 related 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 directed at a person because of any legally protected characteristic or activity.

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

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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.



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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 for that 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.

Examples of prohibited conduct can include:

- Vulgar or sexual comments, jokes, stories and innuendos.
- Graphic or suggestive comments about an associate's body or the way they dress.
- Gossip or questions about an associate'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.
- Implying or expressly promising rewards or preferential treatment to solicit or coerce sexual activity, dates or similar conduct.
- Implying or expressly threatening punishment to solicit or coerce sexual activity, dates, or similar conduct.
- Sexual assault.
- Intimidating, hostile, derogatory, disrespectful or otherwise offensive conduct or remarks that are directed at associates because of their sex, whether or not the remarks themselves are sexual in nature.
- Retaliation against an associate for refusing sexual or social overtures, for filing a complaint about sexual harassment or for cooperating with a complaint investigation.
- Knowingly making a false complaint of discrimination or harassment or providing knowingly false information regarding a complaint.

Associates who believe they are being discriminated against or harassed or are subjected to unwelcome physical or verbal behavior by fellow associates, supervisors, customers, vendors or others (or who witnesses such behavior by or toward another associate) must immediately report the matter to their manager, 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

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immediately report the complaints to an HR Business Partner, who is responsible for ensuring that the complaint is investigated.

The Company investigates reports of harassment quickly, thoroughly and fairly. VF makes every reasonable effort to maintain the confidentiality of complaints. VF strictly prohibits any type of retaliation against associates who report a concern in good faith or participate in an internal investigation. Associates who retaliate against another associate 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.