



U.S. OFFICE OF SPECIAL COUNSEL

Notice re Prohibited Conduct

The U.S. Office of Special Counsel (OSC) is committed to promoting a safe and productive work environment for its personnel and the people it serves.

OSC will not tolerate violence, harassment, intimidation, or other disruptive, abusive, or vexatious behavior by, or directed at, its personnel. Unacceptable conduct includes:

1. Physically or verbally assaulting OSC personnel;
2. Harming or threatening (in person, over the telephone, by mail, or in electronic communications) to harm OSC personnel or OSC offices;
3. Engaging in disruptive or contumacious conduct that impedes OSC personnel from performing their duties; and
4. Recording conversations with OSC employees without OSC's consent.

Engaging in such prohibited conduct may result in OSC taking steps to protect its personnel and resources, including by: banning the offending individual from entering OSC's offices; ceasing in-person or telephonic communications with the individual; or terminating OSC's work on an individual's complaint, case, or matter if the conduct impedes OSC's ability to carry out its work. OSC will strive to provide appropriate prior warnings to the offending individual and any representative, allow a response to the proposed sanction when feasible, and document in the file the reasons for any resulting sanction.

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