

**THE GENERAL SECRETARIAT**

**EXECUTIVE ORDER No. 15-02**

**SUBJECT: Policy and Conflict Resolution System for Prevention and Elimination of All Forms of Workplace Harassment**

**THE SECRETARY GENERAL,**

Under the authority granted to him by Articles 109 and 113 of the Charter of the Organization of American States (OAS), by Articles 4, 8, 12 and 14 of the Standards to Govern the Operations of the General Secretariat of the OAS (General Standards), and

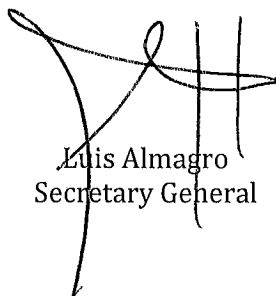
**CONSIDERING:**

That the General Secretariat is committed to fostering a workplace free of harassment, where all can work together with trust and respect for differences. All forms of harassment in the workplace are contrary to the spirit of the OAS Charter, the General Standards, and the Staff Rules. Accordingly, the General Secretariat does not condone any type of conduct that may be construed as workplace harassment, and it will take prompt and appropriate corrective action; and

That in recognition and support of the commitment of all international organizations to zero tolerance harassment in the workplace, the General Secretariat considered it imperative to undertake a comprehensive and inclusive analysis of all aspects of workplace and sexual harassment within the General Secretariat, and to strengthen and update the current regulations with regard to the policy on workplace and sexual harassment and its conflict resolution system; and

**RESOLVES:**

1. To adopt effective as of the date of this Executive Order Staff Rule 101.8, "Prohibition Against Workplace Harassment," attached hereto as Appendix A, together with the "*Policy and Conflict Resolution System for Prevention and Elimination of All Forms of Workplace Harassment*," attached hereto as Appendix B.
2. To repeal all present norms, regulations, and practices to the contrary.
3. To declare this Executive Order effective on this 15 day of October, 2015.



Luis Almagro  
Secretary General

Date: October 15, 2015  
Original: English