

Dear Employees,

I hope this message finds you well. I am writing to address a pressing matter that requires our collective attention: patterns of sexual harassment within our workplace. Our responsibility as a team is to create a culture of respect, dignity, and equality for all employees.

Sexual harassment is often connected to cultural norms and beliefs and cannot be overlooked or downplayed. We must challenge the myth that sexual harassment is inconsequential, as it profoundly impacts individuals' well-being and undermines our efforts to create a safe and inclusive work environment.

To address this issue effectively, we are committed to training and educating our workforce more effectively. This means providing comprehensive training programs that empower employees with the knowledge and skills to identify, prevent, and address instances of sexual harassment.

Our goal is to reduce claims of sexual harassment by 60%. Achieving this goal is crucial for promoting a culture of respect and equality and enhancing morale, culture, productivity, and innovation. To support this objective, we will enforce consequences that align with the seriousness of this violation of human rights.

We must all play our part in creating lasting change. I encourage each of you to foster a respectful and inclusive workplace actively. If you witness or experience any harassment, I urge you to report it promptly through the appropriate channels. Your courage and willingness to speak up are integral to our collective efforts to eliminate patterns of sexual harassment.

As we work together to achieve these goals, please know that your voice matters and your well-being is paramount. We remain committed to cultivating an environment where everyone can thrive and contribute their best.

I appreciate your dedication to making our workplace a place of respect, dignity, and equality.

Sincerely,

Kelly Johnson  
Employee Relations Director