

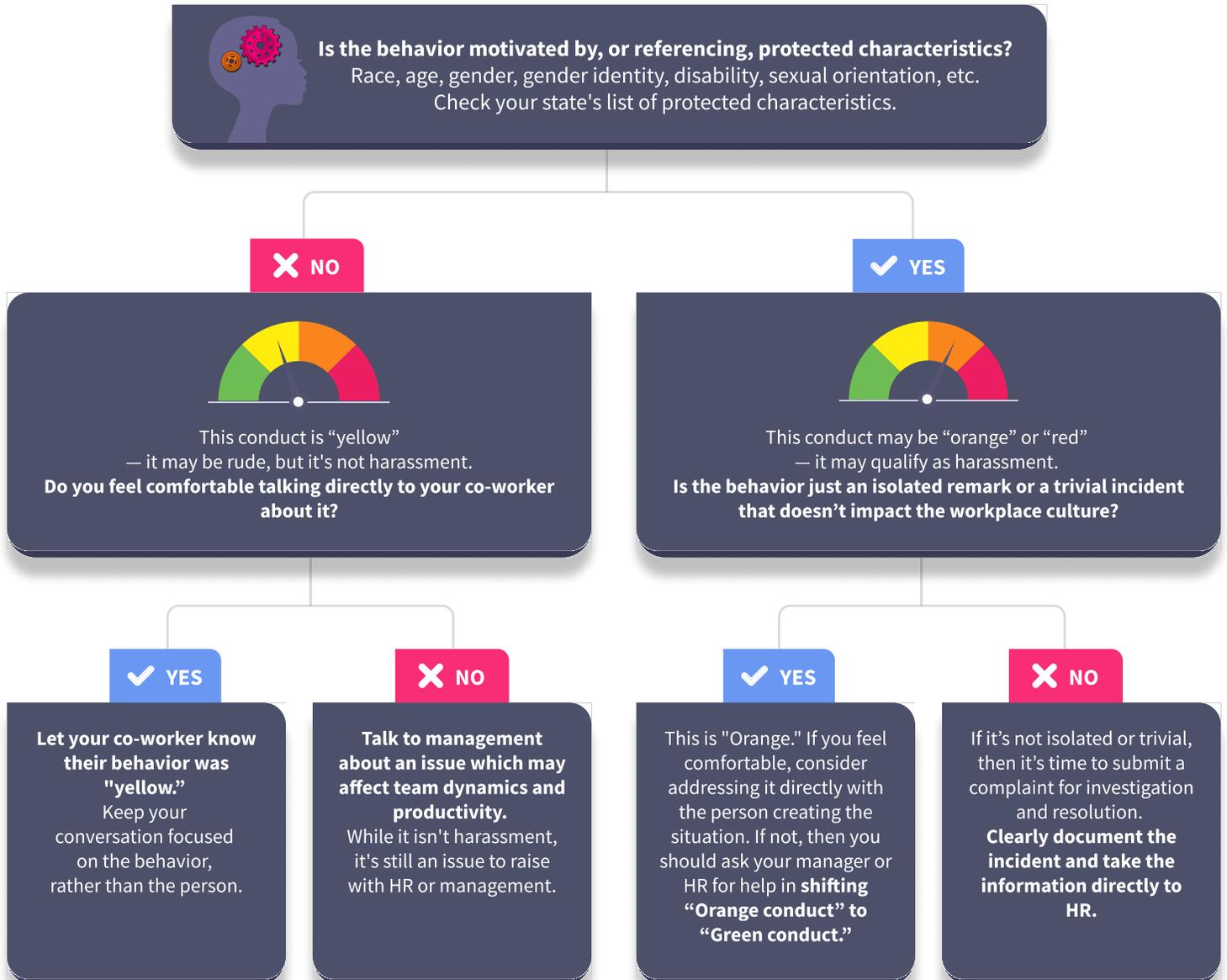
Is It Harassment, or Just Rude?

Employee Complaint Decision Tree to Characterize Content

We should all be able to identify whether a tough work situation is actually harassment or discrimination.

Making this distinction helps us resolve conflict quickly and effectively. If it's a harassment issue, you need an expert --like human resources. For everything else, you'll need to connect with someone experienced in talent management.

To help you decide, let's walk through this decision tree.



If any misconduct and inappropriate behavior continues, even if it's not considered harassment, please reach out to your HR partner, your manager, or other appropriate person to resolve the issue.

Go to <https://emtrain.com/harassment-requirements/> for detailed information about each U.S. State's protected characteristics.

Here are a few more resources to review: [Learning How to Intervene Skill](#), [Decision Tree](#)