



*In this policy, you will find:*

- ✓ U. S. Steel's policy prohibiting Sexual or Discriminatory Harassment
- ✓ The requirement to report instances of Sexual or Discriminatory Harassment

## 1. POLICY

It is the policy of U. S. Steel that no employee or applicant for employment will be subjected to Sexual or Discriminatory Harassment, which is prohibited and unlawful.

All U. S. Steel managers are responsible for enforcement of this policy.

## 2. APPLICABILITY

This policy applies to U. S. Steel Employees, including employees working abroad for USSIS, and covers all conduct that arises in the course of or relates in any way to U. S. Steel business.

## 3. YOU MUST NOT

### a. Engage in Sexual or Discriminatory Harassment

Directors, officers, employees, and non-employees under U. S. Steel's control must not engage in any act of Sexual or Discriminatory Harassment.

In addition to violating this policy, some acts of Sexual or Discriminatory Harassment may violate federal, state, or local laws. Sexual or Discriminatory Harassment under this policy will be viewed under a reasonable person standard, taking into consideration the perspective of individuals of the same race, color, religion, sex, sexual orientation, gender identity, national origin, citizenship, age, physical or mental disability, genetic information, or military/veteran status as the individual subjected to the alleged harassment.

## Key Definitions

### “Discriminatory Harassment”

Use of epithets, slurs, negative stereotyping, ridicule, or any other offensive, insulting, intimidating, or hostile conduct, with a nexus to the workplace, towards an individual or group, regardless of form (e.g., written, oral, graphic, electronic, social media), that relates to race, color, religion, sex (including sexual orientation; gender identity; and pregnancy, childbirth, or related medical conditions), national origin, citizenship, age, physical or mental disability, genetic information, or status as a past or present member of, or applicant to, the uniformed services.

### “Sexual Harassment”

Any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature whenever:

- Submission to such conduct is explicitly or implicitly made a term or condition of employment;
- An individual's response to such conduct is used as the basis for employment decisions; or
- 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.

Includes, but is not limited to, sexual jokes; sexual innuendoes or gestures; prolonged staring or leering at another; inappropriate, unwelcome, and offensive touching of another; an open display in the workplace of sexually related material, such as photographs, drawings, etc.; a supervisor's request or acceptance of a sexual favor from a subordinate employee in exchange for a tangible job reward or detriment or an express or implied promise of such a reward or detriment; and a physical sexual assault of any kind.

Sexual Harassment can be same-sex or opposite-sex.



# Sexual and Discriminatory Harassment Policy

Trust &  
Respect

## 3. YOU MUST NOT (CONT.)

### b. Retaliate Against Anyone for Making a Good Faith Report

You must not retaliate against anyone for submitting a good faith report of Sexual or Discriminatory Harassment or for cooperating in an investigation concerning Sexual or Discriminatory Harassment.

## 4. YOU MUST

### a. Report Sexual or Discriminatory Harassment

Any employee or applicant for employment who believes that he or she has been subjected to an act of Sexual or Discriminatory Harassment, or who has knowledge of such conduct involving others, must promptly report the incident.

Reports may be made to your supervisor (if a report involves your direct supervisor, you may report to your supervisor's supervisor), Employee Relations or Human Resources, the Legal Department, or the [U. S. Steel Ethics and Safety Line](#) which is available 24 hours a day, seven days a week and provides a convenient way to make reports, anonymously if the reporter chooses. The Ethics and Safety Line may be reached in any of the following ways:

- Telephone: 1-800-288-1307
- Internet: [www.ussteel.com/corp/EthicsLine](http://www.ussteel.com/corp/EthicsLine)
- Mail: U. S. Steel Ethics and Safety Line, P.O. Box 2226, Pittsburgh, PA 15230-2226

You may also be able to file a complaint with outside agencies. See the Addendum for more information.

If the report involves a director, officer, or executive (vice president or higher), please report the matter promptly to the Legal Department or the Ethics and Safety Line.

Intentionally false and/or malicious reports of Sexual or Discriminatory Harassment will not be tolerated and may result in discipline.

## 5. OTHER REQUIREMENTS

### a. Policy Publication

Management will inform current employees, new employees, and applicants for employment of this policy and of their right and responsibility to report any Sexual or Discriminatory Harassment that they experience or of which they are otherwise aware. The policy will be made available to all employees on the Company's intranet site.

### b. Investigation of Reports

Management will conduct a prompt and appropriate investigation of any report alleging Sexual or Discriminatory Harassment in violation of this policy. All employees shall cooperate in the investigation of any such report as required. Each report will be investigated by individuals who can and will exercise independent judgment and investigate free from inappropriate pressure or influence. Each investigation shall be conducted on a confidential basis to the extent practicable.

As warranted, management will take corrective action, up to and including discharge, including for employees in managerial positions who knowingly allowed Sexual or Discriminatory Harassment to occur.

Following an investigation and implementation of any appropriate corrective measures, management will advise the reporting party of the results of the investigation.



## 1. FOR EMPLOYEES WORKING IN THE STATE OF NEW YORK

If you believe you have been subjected to sexual harassment, in addition to your ability to file a report with the Company, you may file a formal complaint with the government agencies set forth below.

### a. The United States Equal Employment Opportunity Commission:

The United States Equal Employment Opportunity Commission (EEOC) enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act. An individual can file a complaint with the EEOC anytime within 300 days from the most recent incident of harassment. The EEOC will issue a Notice of Right to Sue permitting workers to file a lawsuit in federal court if the EEOC closes the charge, is unable to determine if federal employment discrimination laws may have been violated, or believes that unlawful discrimination occurred but does not file a lawsuit. Individuals may obtain relief in mediation, settlement, or conciliation. In addition, federal courts may award remedies if discrimination is found to have occurred.

The EEOC has district, area, and field offices where complaints can be filed. Contact the EEOC by calling 1-800-669-4000 (TTY: 1-800-669-6820), visiting their website at [www.eeoc.gov](http://www.eeoc.gov), or via email at [info@eeoc.gov](mailto:info@eeoc.gov).

### b. New York State Division of Human Rights:

The New York State Human Rights Law applies to all employers in New York State. A complaint alleging violation of the Human Rights Law may be filed either with the New York State Division of Human Rights (DHR) or in New York State Supreme Court. Complaints of sexual harassment filed with DHR may be submitted any time within three years of the harassment. If an individual does not file a

complaint with DHR, they can bring a lawsuit directly in state court under the Human Rights Law, within three years of the alleged sexual harassment. If sexual harassment is found, DHR has the power to award relief. Relief varies, but it may include requiring the employer to take action to stop the harassment or repair the damage caused by the harassment, including paying monetary damages, punitive damages, attorney's fees, and civil fines.

DHR's main office contact information is: NYS Division of Human Rights, One Fordham Plaza, Fourth Floor, Bronx, New York 10458. You may call (718) 741-8400 or visit [www.dhr.ny.gov](http://www.dhr.ny.gov). Call the DHR sexual harassment hotline at 1(800) HARASS3 for more information about filing a sexual harassment complaint.

Many localities also enforce laws protecting individuals from sexual harassment and discrimination. For example, employees who work in New York City may file complaints of sexual harassment or discrimination with the New York City Commission on Human Rights. Contact their main office at Law Enforcement Bureau of the NYC Commission on Human Rights, 22 Reade Street, 1st Floor, New York, New York, call 311 or (212) 306-7450, or visit [www.nyc.gov/html/cchr/html/home/home.shtml](http://www.nyc.gov/html/cchr/html/home/home.shtml).



**2. FOR EMPLOYEES WORKING IN THE STATE OF MASSACHUSETTS**

If you believe you have been subjected to sexual harassment, in addition to your ability to file a report with the Company, you may file a formal complaint with the government agencies set forth below.

**a. The United States Equal Employment Opportunity Commission:**

- 1-800-669-4000
- 1-800-669-6820 (TTY)
- 1-844-234-5122 (ASL Video Phone for Deaf/Hard of Hearing callers only)
- [info@eeoc.gov](mailto:info@eeoc.gov)

**b. The Massachusetts Commission Against Discrimination:**

- 617-994-6196
- 617-994-6000 (TTY)
- [mcad@mass.gov](mailto:mcad@mass.gov)

**3. FOR EMPLOYEES WORKING IN THE STATE OF VERMONT**

If you believe you have been subjected to sexual harassment, in addition to your ability to file a report with the Company, you may file a formal complaint with the government agencies set forth below.

**a. The United States Equal Employment Opportunity Commission:**

- 1-800-669-4000
- 1-800-669-6820 (TTY)
- 1-844-234-5122 (ASL Video Phone for Deaf/Hard of Hearing callers only)
- [info@eeoc.gov](mailto:info@eeoc.gov)

**b. The Vermont Human Rights Commission:**

- 12 Baldwin Street  
Montpelier, Vermont 05633
- [human.rights@vermont.gov](mailto:human.rights@vermont.gov)
- (802) 828-2480



## 1. APPLICABILITY

This policy applies to employees working within the City of Chicago, including interns and employees working remotely ("covered employees"), and non-employees working within the City of Chicago under U. S. Steel's (the "Company") control and supplements the Company's Sexual and Discriminatory Harassment Policy for such covered employees.

## 2. DEFINITION OF SEXUAL HARASSMENT

Sexual Harassment is illegal in the City of Chicago. For purposes of this policy, Sexual Harassment means any (i) unwelcome sexual advances or unwelcome conduct of a sexual nature; (ii) requests for sexual favors or conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; or (2) submission to or rejection of such conduct by an individual is used as the basis for any employment decision affecting the individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment; or (iii) sexual misconduct, which means any behavior of a sexual nature which also involves coercion, abuse of authority, or misuse of an individual's employment position.

## 3. EXAMPLES OF PROHIBITED CONDUCT

The most obvious examples of Sexual Harassment involve physical behavior or physical contact. For example:

- Touching an individual by massaging their back, neck, or shoulders, hugging, kissing, patting, pinching, fondling, or

touching/pulling an individual's clothing or hair;

- Physical gestures that imply a sexual act or sexual anatomy or touching oneself in a sexual manner;
- Brushing up against another person, standing too close, or lingering;
- Stalking, following, or blocking an individual's path.

Other verbal and non-verbal behavior may also be Sexual Harassment. For example:

- Suggestive behavior such as leering, staring, sexual gestures, whistling, catcalls, winking, throwing kisses, making kissing sounds, howling, groaning, or smacking/licking lips;
- Sexual comments or innuendoes about clothing, anatomy, appearance, or sexual jokes or stories, or playing or singing sexually suggestive songs;
- Discussions or inquiries about sexual fantasy, preferences, history, or sex life about self or others;
- Displaying pictures, objects, reading materials, or other materials that are sexually suggestive or demeaning. This includes any sexual materials on personal devices, including a smart phone or tablet, or Company-owned computers or devices;
- Repeated invitations and/or pressuring for dates or sexual favors;
- Sending sexually suggestive communications such as e-mails, texts, instant messages, social media posts, or harassing phone calls.

In addition, it is a violation of this policy, and the law, for any employee to ever state, imply, or suggest that dating or engaging in sexual conduct with another employee could result in



a workplace benefit such as a promotion, a raise, or better terms and conditions of employment – or that a refusal to date or engage in sexual conduct will negatively affect a person's career or conditions of employment.

Sexual Harassment can occur in the workplace, which includes but is not limited to employer's facilities, work sites, vehicles, and equipment, or while on work-related travel. However, Sexual Harassment can also occur outside of the workplace and even outside of work hours, including at a social event or at a bar or restaurant after the workday.

#### 4. TRAINING

All covered employees are required to participate in a minimum of one hour of Sexual Harassment prevention training and one hour of bystander training annually, for a total of two hours of annual training. Any covered employee who supervises or manages employees shall also participate in an additional one hour of Sexual Harassment prevention training annually, for a total of three hours of annual training.

#### 5. REPORTING SEXUAL HARASSMENT

Reports regarding potential violations of this policy may be made to your supervisor (if a report involves your direct supervisor, you may report to your supervisor's supervisor), Employee Relations or Human Resources, the Legal Department, or the U. S. Steel Ethics and Safety Line which is available 24 hours a day, seven days a week and provides a convenient way to make reports, anonymously if the reporter chooses.

The U. S. Steel Ethics and Safety Line may be reached in any of the following ways:

- Telephone: 1-800-288-1307
- Internet: [www.ussteel.com/corp/EthicsLine](http://www.ussteel.com/corp/EthicsLine)

- Mail: U. S. Steel Ethics and Safety Line, P.O. Box 2226, Pittsburgh, PA 15230-2226

In addition to Company reporting methods, covered employees have the right to file charges of Sexual Harassment with the following government agencies:

- Chicago Commission on Human Relations  
740 N. Sedgwick, 4th Floor  
Chicago, IL 60654  
312-744-4111  
[cchr@cityofchicago.org](mailto:cchr@cityofchicago.org)
- U.S. Equal Employment Opportunity Commission (EEOC) Chicago District Office  
230 South Dearborn St., Suite 1866  
Chicago, IL 60604  
321-872-9744  
866-740-3953 (TTY)  
[https://publicportal.eeoc.gov/Portal/Login.aspx\\_Illinois](https://publicportal.eeoc.gov/Portal/Login.aspx_Illinois)
- Illinois Department of Human Rights  
555 W. Monroe Street, Suite 700  
Chicago, IL 60601  
312-814-6200  
312-740-3953 (TTY)

#### 6. RETALIATION PROHIBITED

No individual will be subjected to adverse employment action for making a good faith complaint of harassment, including alleging harassment, participating in a harassment investigation or proceeding, or reasonably opposing harassment. Any individual found to have engaged in retaliation will be subject to disciplinary measures, up to and including termination of employment.