



Sexual and Discriminatory Harassment Policy



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.

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

2. APPLICABILITY

This policy applies to U. S. Steel Directors, and 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, sexual orientation, gender identity, 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.



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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.

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 Line may be reached in any of the following ways:

- Telephone: 1-800-288-1307
- Internet: www.ussteel.com/corp/EthicsLine
- U. S. Steel Intranet: Click "Ethics and Safety Line" under "Employee Links"
- Mail: U. S. Steel Ethics and Safety Line, P.O. Box 2226 Pittsburgh, PA 15230-2226

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 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 prohibiting Sexual and Discriminatory Harassment 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, including disciplinary action, up to and including discharge.

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



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 control, and supplements U. S. Steel’s (the “Company”) 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, 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 “elevator eyes” (looking a person up and down), 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, 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, such as a co-worker’s wedding, 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
- U. S. Steel Intranet: Click “Ethics and Safety Line” under “Employee Links”
- 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
- U.S. Equal Employment Opportunity Commission (EEOC) Chicago District Office
230 South Dearborn St., Suite 1866
Chicago, Illinois 60604
321-872-9744
866-740-3953 (TTY)
<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.