



Sexual and Discriminatory Harassment Policy



Trust & Respect

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, 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 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
- 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, or via email at 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. 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.shtm.



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

b. The Massachusetts Commission Against Discrimination:

- 617-994-6196
- 617-994-6000 (TTY)
- 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

b. The Vermont Human Rights Commission:

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