

29 C.F.R. § 1606.8

Harassment.

- (a) The Commission has consistently held that harassment on the basis of national origin is a violation of title VII. An employer has an affirmative duty to maintain a working environment free of harassment on the basis of national origin. ^[1]
- (b) Ethnic slurs and other verbal or physical conduct relating to an individual's national origin constitute harassment when this conduct:
- (1) Has the purpose or effect of creating an intimidating, hostile or offensive working environment;
 - (2) Has the purpose or effect of unreasonably interfering with an individual's work performance; or
 - (3) Otherwise adversely affects an individual's employment opportunities.

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