HARASSMENT POLICY

This policy covers all employees, managers, and company officials. Each employee is expected to comply with this policy and ensure that prohibited conduct does not occur. Appropriate disciplinary action up to and including termination will be taken against violators.

Definitions of Harassment and Discrimination

[Company Name], in compliance with all applicable Federal, state, and local anti-discrimination and anti-harassment laws, utilizes these definitions and guidelines in enforcing this policy:

1. Discrimination

Discrimination means treating another individual less favorably for reasons based on race, color, gender, religion, or other protected status. Discrimination can include, but is not limited to:

- Limiting job opportunities, privileges, or benefits
- Unegual working conditions
- Evaluations based on characteristics unrelated to work
- Harassment or permitting harassment
- [Description of job duty]

Discrimination based on race, gender, disability, or other characteristics is a violation of federal law. Discrimination in violation of this policy will be subject to disciplinary action up to and including termination.

2. Harassment

[Company Name] prohibits harassment of any kind, including sexual harassment, bullying, hazing, and stalking. [Company Name] will take immediate and appropriate action in response to complaints or knowledge of violations of this policy.

Anti Abuse Policy

United States. Congress. Senate.

Committee on Foreign Relations

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Anti-Abuse Rules and Tax Treaties Georg Kofler et al., 2024-06-24 As the struggle to combat tax abuse and tax avoidance gains momentum ways of making a tax jurisdiction manipulation proof continue to proliferate from new or revised provisions in model tax treaties to a dramatic increase in the number and variety of anti abuse and anti avoidance rules at all levels of government These measures interact with national tax systems general anti abuse clauses and tax treaties The conflicts and other legal difficulties that inevitably result deserve intensive scrutiny This book provides an in depth analysis of current issues concerning the relations of various anti abuse rules to each other and their impact on the application of tax treaties The topics include the following domestic general anti avoidance rules GAARs domestic specific anti avoidance rules SAARs including controlled foreign company rules minimum holding periods indirect transfers of immovable property shares and rights limitation on benefits residence criteria in tax treaties tax treatment of sportspersons and entertainers the principal purpose test of Article 29 9 OECD Model 2017 and influence of European Union Law on tax treaty abuse The chapters are revised and expanded versions of papers presented at the 30th Viennese Symposium on International Tax Law held on 12 June 2023 at Vienna University of Economics and Business Each author offers an in depth analysis of a particular topic drawing on the most recent scientific research This is the only book available to offer such a wide ranging detailed and practical analysis of how the full range of anti abuse rules interacts with tax treaties It will prove of immeasurable value to practitioners and law firms active in tax planning tax consultants academics and researchers in international tax law and counsel for companies involved in international business **Dealing with Workplace Violence** Melvin Basye, 1999-09

Prohibition of Abuse of Law Rita de la Feria, Stefan Vogenauer, 2011-06-09 The Court of Justice has been alluding to abuse and abusive practices for more than thirty years but for a long time the significance of these references has been unclear Few lawyers examined the case law and those who did doubted whether it had led to the development of a legal principle Within the last few years there has been a radical change of attitude largely due to the development by the Court of an abuse test and its application within the field of taxation In this book academics and practitioners from all over Europe discuss the development of the Court s approach to abuse of law across the whole spectrum of European Union law analysing the case law from the 1970s to the present day and exploring the consequences of the introduction of the newly designated principle of prohibition of abuse of law for the development of the laws of the EU and those of the Member States

Preventing Treaty Abuse Daniel Blum, Markus Seiler, 2016-09-19 Analysis of notion roots und measures of treaty abuse The OECD initiative on Base Erosion and Profit Shifting has put the issue of treaty abuse and the means to counter it on top of the global political agenda Preventing treaty abuse is therefore currently one of the most debated topics in international tax law Diverging national legal traditions in combatting abuse both under domestic and tax treaty law have led to a globally diversified legal framework in this respect and make the OECD s agenda to harmonize these attempts even more challenging

The aim of this book is to analyze the notion of treaty abuse its historical roots and the measures to counter it The book s topics cover a wide range of both policy and legal issues The contributions main focus lies on analyzing the proposals put forward by the OECD in BEPS action items 6 and 7 In addition this book analyzes the lessons which can be learnt from the US tax treaty policy and elaborates on the effects the intensified fight against treaty abuse will have from a Non OECD member state perspective Also EU law is taken into account and the question raised which impact the fundamental freedoms might have on the development of new anti avoidance rules Finally the relation between domestic and treaty based anti avoidance is analyzed in great detail identifying the methodical problems of ensuring a sound and abuse safe legal framework With this book the authors and editors hope to contribute to the discussion on selected issues of preventing treaty abuse and the challenges they present to policy makers judges tax administrations and tax advisers Tax. Public Finance, and the Rule of Law Dominic de Cogan, Alexis Brassey, May Hen, 2025-02-20 This book offers a key point of reference for reflective and thoughtful examinations of the rule of law in tax and related disciplines It features a stellar cast of established and early career researchers from a variety of jurisdictions who have entered into conversations about the nature of the rule of law its relevance to questions about tax welfare distribution and public spending and the challenges involved in applying legal standards in these fields There is a particular focus on the interaction between the rule of law and the rapidly emerging world of cross border tax avoidance reforms influenced by the OECD's Base Erosion and Profits Shifting project and the evolution of EU level governance over direct as well as indirect taxes The book is accessible to those new to taxation and public finance as well as to experts and to lawyers and non lawyers alike **Advanced Issues in International and European Tax Law** Christiana HJI Panayi, 2015-12-03 This book examines recent developments and high profile debates that have arisen in the field of international tax law and European tax law Topics such as international tax avoidance corporate social responsibility good governance in tax matters harmful tax competition state aid tax treaty abuse and the financial transaction tax are considered The OECD G20 project on Base Erosion and Profit Shifting BEPS features prominently in the book The interaction with the European Union's Action Plan to strengthen the fight against tax fraud and tax evasion is also considered Particular attention is paid to specific BEPS deliverables exploring them through the prism of European Union law Can the two approaches be aligned or are there inherent conflicts between them The book also explores whether when it comes to aggressive tax planning there are internal conflicts between the established case law of the Court of Justice and the emerging policy of the European institutions By so doing it offers a review of issues which are of constitutional importance to the European Union Finally the book reflects on the future of international and European tax law in the post BEPS world

Bilateral Tax Treaties and Protocol United States. Congress. Senate. Committee on Foreign Relations, 2000 *Violence at Work* Duncan Chappell, Vittorio Di Martino, International Labour Office, 2006 Violence at work ranging from bullying and mobbing to threats by psychologically unstable co workers sexual harassment and homicide is increasing

worldwide and has reached epidemic levels in some countries This updated and revised edition looks at the full range of aggressive acts offers new information on their occurrence and identifies occupations and situations at particular risk It is organised in three sections understanding violence at work responding to violence at work future action European Tax Law Peter J. Wattel, Otto Marres, Hein Vermeulen, 2018-11-20 Peter J. Wattel is Advocate General in the Supreme Court of the Netherlands State Councillor extraordinary in the Netherlands Council of State and professor of EU tax law at the Amsterdam Centre for Tax Law ACTL University of Amsterdam Otto Marres is professor at the ACTL and tax lawyer at Meijburg Co Amsterdam Hein Vermeulen is professor at the ACTL and Director of PwC s EU Direct Tax Group The seventh edition of this two volume set brings a comprehensive and systematic survey of European Tax Law up to January 2018 It provides a state of the art clarification and analysis of the implications of the EU Treaties and secondary EU law for national and bilateral tax law From the consequences of the EU free movement rights to the soft law meant to put a halt to harmful tax competition The seventh edition of European Tax Law offers a cutting edge analysis of the field surrounding tax law across Europe It puts forward a thought provoking discussion of the current EU tax rules as well as of the EU Court s case law in tax matters Previous editions were highly regarded as a staple overview of EU tax law among EU tax law practitioners policymakers the judiciary and academics alike With its updated legislation and case law up to January 2018 this new edition maintains its unparalleled depth and clarity as the go to reference book in the field This first volume of European Tax Law extensively covers 1 The consequences of the EU free movement rights the EU State aid prohibition the EU Charter of Fundamental Rights and the general principles of EU law for national tax law tax treaties national tax procedure State liability and relations with third States as they appear from the case law of the Court of justice of the EU 2 Secondary EU law in force and proposed on direct taxes the Parent Subsidiary Directive the Tax Merger Directive the Interest and Royalties Directive cross border tax dispute settlement instruments the Anti Tax Avoidance Directive and the C C CTB proposal 3 The exchange of information and other administrative assistance in the assessment and recovery of taxes between the EU Member States 4 Soft Law on Harmful Tax Competition 5 Procedural matters and the extent of judicial protection The upcoming second volume of this set will cover harmonization of indirect taxation energy taxation and capital duty as well as administrative cooperation in the field of indirect taxation **OECD/G20** Base Erosion and Profit Shifting Project Making Dispute Resolution More Effective - MAP Peer Review Report, New Zealand (Stage 1) Inclusive Framework on BEPS: Action 14 OECD, 2018-08-30 Under Action 14 countries have committed to implement a minimum standard to strengthen the effectiveness and efficiency of the mutual agreement procedure MAP The MAP is included in Article 25 of the OECD Model Tax Convention and commits countries to endeavour to resolve disputes related to OECD/G20 Base Erosion and Profit Shifting Project Making Dispute Resolution More Effective - Simplified Peer Review, Mauritius (Stage 1) Inclusive Framework on BEPS: Action 14 OECD, 2024-09-16 Under BEPS Action 14 members of the

OECD G20 Inclusive Framework on BEPS have committed to implement a minimum standard to strengthen the effectiveness and efficiency of the mutual agreement procedure MAP The MAP is included in Article 25 of the OECD Model Tax Convention and commits countries to endeavour to resolve disputes related to the interpretation and application of tax treaties The BEPS Action 14 Minimum Standard has been translated into specific terms of reference and a methodology for the peer review and monitoring process The initial peer review process was conducted in two stages Stage 1 assessed countries against the terms of reference of the minimum standard according to an agreed schedule of review Stage 2 focused on monitoring the follow up of any recommendations resulting from jurisdictions Stage 1 peer review report Following the conclusion of the initial peer review process in 2022 a continued monitoring process has started whereby all Inclusive Framework member jurisdictions will be subject to continued monitoring jurisdictions that have meaningful MAP experience would undergo a full peer review process once every four years and those that do not would undergo a two stage simplified peer review process This report reflects the outcome of Stage 1 of the simplified peer review of the implementation of the BEPS Action 14 Minimum Standard OECD/G20 Base Erosion and Profit Shifting Project Making Dispute Resolution More Effective by Mauritius MAP Peer Review Report, Japan (Stage 1) Inclusive Framework on BEPS: Action 14 OECD, 2018-08-30 Under Action 14 countries have committed to implement a minimum standard to strengthen the effectiveness and efficiency of the mutual agreement procedure MAP The MAP is included in Article 25 of the OECD Model Tax Convention and commits countries to OECD/G20 Base Erosion and Profit Shifting Project Making Dispute endeavour to resolve disputes related to Resolution More Effective - MAP Peer Review Report, Trinidad and Tobago (Stage 1) Inclusive Framework on **BEPS: Action 14** OECD,2021-02-16 Under Action 14 countries have committed to implement a minimum standard to strengthen the effectiveness and efficiency of the mutual agreement procedure MAP The MAP is included in Article 25 of the OECD Model Tax Convention and commits countries to endeavour to resolve disputes related to the interpretation and application of tax treaties The Action 14 Minimum Standard has been translated into specific terms of reference and a methodology for the peer review and monitoring process The peer review process is conducted in two stages Stage 1 assesses countries against the terms of reference of the minimum standard according to an agreed schedule of review Stage 2 focuses on monitoring the follow up of any recommendations resulting from jurisdictions Stage 1 peer review report This report reflects the outcome of the Stage 1 peer monitoring of the implementation of the Action 14 Minimum Standard by Special Features of the UN Model Convention Anna Binder, Viktoria Wöhrer, 2019-10-01 Trinidad and Tobago Detailed research on the UN Model Convention's unique features The UN Model Convention has a significant influence on international tax treaty practice and is especially used by emerging and developing countries as a starting point for treaty negotiations Driven by the aim to achieve consistency in the international tax treaty practice the structure and content is to a large extent similar in the UN Model and the OECD Model However whereas the OECD has historically focused its efforts on

issues mainly relevant for developed countries the UN Tax Committee has continuously attempted to specifically take into account tax treaty policies for developing countries when drafting and amending the UN Model Convention Compared to the OECD Model Convention the UN Model Convention aims at giving more weight to the source principle Popular examples are the PE definition in the UN Model which provides for a lower threshold than Article 5 of the OECD Model or Article 12A on Fees for Technical Services which has been introduced with the latest amendment of the UN Model Convention 2017 and allows for a withholding tax to be levied on payments to non residents when the payer of the fee is a resident of that contracting State irrespective of where the services are provided Interestingly in the discussions of the tax challenges arising from the digitalization of the economy the OECD and the G20 are also exploring options to allocate more taxing rights to the jurisdiction of the customer and or user i e the market jurisdictions As this has traditionally been the focus of the UN Model Convention its unique features and developing countries practices could be taken into account when exploring new nexus rules that are not constrained by the physical presence requirement This book contains the master's theses of the full time LL M program 2018 2019 for which Special Features of the UN Model Convention has been chosen as the general topic With this book the authors and editors do not aim at discussing each article of the UN Model Convention but rather focus on the unique features of the UN Model Convention which are explored in detail This is supplemented with an evaluation of the function and relevance of the UN Tax Committee in the international tax policy discussion and with an analysis of the influences of the OECD's BEPS project on the UN Model he OECD's BEPS project on the UN Model **Domestic Law** Guglielmo Maisto, 2006 This book analyses the relationships between tax treaties and domestic law from a constitutional and an international point of view and how they can be improved in the fields of treaty override treaty residence and anti abuse measures It also shows how the issues raised by these relationships are resolved by tax administrations and courts in selected European and non European countries OECD Tax Policy Studies Taxation and Philanthropy OECD, 2020-11-26 This report provides a detailed review of the tax treatment of philanthropic entities and philanthropic giving in 40 OECD member and participating countries **OECD/G20** Base Erosion and Profit Shifting Project Making Dispute Resolution More Effective - MAP Peer Review Report, the Cayman Islands (Stage 1) **Inclusive Framework on BEPS: Action 14** OECD,2020-07-27 This report reflects the outcome of the Stage 1 peer review of the implementation of the Action 14 Minimum Standard by the Cayman Islands **OECD/G20 Base Erosion and Profit** Shifting Project Making Dispute Resolution More Effective - MAP Peer Review Report, Bahrain (Stage 1) **Inclusive Framework on BEPS: Action 14** OECD,2021-02-16 This report reflects the outcome of the Stage 1 peer monitoring of the implementation of the Action 14 Minimum Standard by Bahrain **OECD/G20 Base Erosion and Profit** Shifting Project Making Dispute Resolution More Effective - MAP Peer Review Report, Serbia (Stage 1) Inclusive Framework on BEPS: Action 14 OECD, 2020-02-24 This report reflects the outcome of the stage 1 peer review of the

implementation of the Action 14 Minimum Standard by Serbia Handbook of EU Competition Law Walter Frenz,2015-12-18 This handbook offers detailed descriptions of EU competition law including mergers and public authorities Above all it analyzes and discusses recent decisions of the ECJ and the General Court Presenting systematically structured and theoretically founded content the book also includes recommendations for practitioners Special attention is paid to the scope of penalties and the influence on fundamental rights Rounding out the book the conflict between safeguarding confidential information and the effectiveness of private and public enforcement is discussed intensively in the context of the new Directive 2014 104 EU

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