

Employee Written Warning Form Harassment Template Academic PDF

Employee Written Warning Form Harassment Template: An Essential Guide for Employers

Employee written warning form harassment template serves as a crucial document in maintaining a safe and respectful workplace environment. It provides a standardized method for employers to formally address and document incidents of harassment, communicate expectations for behavior, and outline potential consequences for future misconduct. Properly structured warning forms not only promote transparency and fairness but also serve as legal protections for organizations should disputes escalate. In this comprehensive guide, we will explore the importance of these templates, key components to include, best practices for drafting effective warnings, and sample templates to help organizations develop their own.

Understanding the Importance of a Harassment Warning Template

Legal and Compliance Considerations

Employers are legally obligated to prevent and address harassment in the workplace. A formal warning document demonstrates that the organization took appropriate steps to address misconduct, which can be vital in defending against claims of negligence or discrimination. Clear documentation also helps protect against future liability by showing that the employer acted promptly and appropriately.

Promoting a Respectful Work Environment

Issuing written warnings clearly communicates to employees that harassment is unacceptable and outlines the consequences of such behavior. It reinforces organizational policies and fosters a culture of accountability and respect among staff.

Providing an Opportunity for Corrective Action

A formal warning offers the employee an opportunity to acknowledge the misconduct, understand the seriousness of their actions, and commit to change. It can also serve as a catalyst for training or counseling to prevent recurrence.

Key Components of an Employee Written Warning Form for

Harassment

1. Employee and Employer Information

- Employee's full name
- Employee ID or department
- Date of the warning
- Name and position of the supervisor or HR representative issuing the warning

2. Description of the Incident

A clear, factual account of the harassment incident(s), including dates, times, locations, and involved parties. Avoid subjective language; stick to observable facts.

3. Policy Reference

Specify the relevant organizational policies or code of conduct that the employee has violated, such as the anti-harassment policy or workplace behavior standards.

4. Previous Incidents or Warnings

Document any prior related incidents or warnings, if applicable, to provide context and demonstrate ongoing concerns.

5. Statement of Concern

Explain why the behavior is unacceptable and how it impacts the work environment, colleagues, and the organization as a whole.

6. Expectations and Corrective Actions

- Clear outline of the required behavioral changes
- Any training, counseling, or coaching sessions mandated
- Expectations for future conduct

7. Consequences of Future Violations

Specify disciplinary actions that could follow if misconduct recurs, including suspension, termination, or legal action.

8. Employee Acknowledgment and Signature

A section where the employee confirms receipt of the warning, understands its content, and agrees to comply with organizational policies. Usually includes space for the employee's signature and date.

9. Employer/Manager Signature

Signature of the supervisor or HR representative issuing the warning, along with date, to authenticate the document.

Best Practices for Drafting an Effective Harassment Warning Form

Maintain Clarity and Objectivity

Use precise language and avoid subjective judgments or emotional language. Focus on factual descriptions to ensure clarity and fairness.

Ensure Confidentiality and Privacy

Handle the warning form with discretion. Limit access to authorized personnel to protect the privacy of all involved parties.

Be Specific and Detailed

Provide sufficient details about the incident(s) to avoid ambiguity. Specificity helps in understanding the severity of the misconduct and the necessary corrective measures.

Align with Organizational Policies

Make sure the warning template reflects the company's policies, procedures, and legal obligations regarding harassment and disciplinary actions.

Use a Consistent Format

Employ a standardized template across all cases to promote fairness, consistency, and ease of record-keeping.

Include Supportive Documentation

Attach or reference any evidence, witness statements, or previous warnings that support the

incident description.

Sample Employee Written Warning for Harassment Template

Employee Written Warning for Harassment

Date: [Insert Date]

Employee Name: [Insert Employee Name]

Employee ID/Department: [Insert Details]

Issued by: [Supervisor/HR Name]

Position: [Supervisor/HR Position]

Summary of Incident

On [date], it was reported/stated that you engaged in behavior deemed inappropriate and constitutes harassment under our workplace policy. Specifically, [provide a factual, detailed account of the incident, e.g., "You made unwelcome comments to a coworker about their appearance during the meeting on [date]."]

Policy Reference

This conduct violates our organization's Anti-Harassment Policy, section [section number], which states that harassment of any kind is prohibited and may result in disciplinary action.

Previous Incidents

[Optional: mention if this is a repeated behavior or if prior warnings were issued.]

Impact of the Behavior

This behavior undermines a respectful work environment, causes discomfort to colleagues, and violates our commitment to maintaining a harassment-free workplace.

Corrective Actions and Expectations

- Cease all inappropriate behavior immediately.

- Attend mandatory harassment awareness training by [date].
- Reflect on the organization's code of conduct and ensure future compliance.

Consequences of Future Violations

Any further misconduct may lead to more severe disciplinary measures, including suspension or termination of employment.

Employee Acknowledgment

I acknowledge receipt of this warning, understand its contents, and am aware of the expectations and consequences outlined herein.

Signature: _____ Date: _____

Employer/Manager Signature

Signature: _____ Date: _____

Conclusion: Developing and Using a Harassment Warning Template Effectively

Creating and utilizing a comprehensive employee written warning form for harassment is a vital component of a proactive workplace policy. It ensures that incidents are documented accurately, that employees are clearly informed of unacceptable behavior, and that organizational standards are upheld. Employers should tailor their templates to align with local laws, organizational policies, and cultural considerations. Regular training for managers on how to deliver warnings appropriately and consistently can enhance the effectiveness of these documents. Ultimately, a well-crafted harassment warning template helps foster a safe, respectful, and compliant work environment for everyone.

Employee Written Warning Form Harassment Template: A Comprehensive Guide for Employers and HR Professionals

In today's workplace environment, maintaining a respectful and harassment-free atmosphere is paramount for organizational success and legal compliance. An essential tool in managing misconduct is the employee written warning form harassment template. This document not only serves as a formal record of an incident but also helps communicate expectations and consequences clearly to employees. Properly structured and legally sound, a harassment warning template can be instrumental in addressing issues proactively while safeguarding the organization from potential liabilities.

What Is an Employee Written Warning Form Harassment Template?

An employee written warning form harassment template is a standardized document used by HR departments and managers to formally record incidents of workplace harassment involving an employee. It functions as an official notice that the employee's behavior has been unacceptable and outlines the necessary corrective actions. The template typically includes details about the incident, references to company policies, the employee's response, and the consequences of repeated misconduct.

The primary objectives of such a template are:

- To document specific harassment incidents accurately and objectively.
- To communicate clearly the severity of the behavior.
- To establish a record that can be referenced in future disciplinary actions.
- To demonstrate that the organization takes harassment seriously and complies with legal obligations.

The Importance of Using a Formal Harassment Warning Template

Legal and Compliance Considerations

Workplace harassment is a serious issue that can lead to legal action if not properly addressed. Using a formal template ensures that the organization maintains consistent documentation practices, which can be invaluable in defending against claims of unfair treatment or discrimination.

Clarity and Consistency

Templates promote uniformity in documenting incidents, ensuring that all employees are treated fairly and that reports contain all necessary information. Consistent documentation also supports fair disciplinary procedures and helps prevent allegations of bias.

Protecting Organizational Reputation

Prompt and professional handling of harassment complaints, supported by a well-structured warning form, demonstrates the organization's commitment to a safe and respectful workplace. This can boost employee morale and trust in management.

Key Components of an Employee Written Warning Form Harassment Template

A comprehensive harassment warning template should include several critical sections to ensure

clarity and completeness:

- Employee and Incident Details
 - Employee Information: Name, department, position, employee ID.
 - Date and Time of Incident: When the harassment occurred.
 - Location: Where the incident took place.
 - Nature of Incident: Brief description of what happened.
- Description of the Complaint or Incident

A detailed account is essential. This section should be factual, objective, and free of assumptions. It may include:

- Specific words or actions that are considered harassment.
- Any witnesses present.
- Impact on the victim or workplace environment.
- Company Policies Violated

Reference the specific policies that the behavior contravenes, such as the company's anti-harassment policy, code of conduct, or equal employment opportunity (EEO) guidelines.

- Employee's Response

Provide space for the employee to respond to the allegations or incident, whether they admit, deny, or provide additional context.

- Disciplinary Action and Next Steps
 - Nature of Warning: Verbal, written, final written warning, etc.
 - Consequences: Potential disciplinary measures for future misconduct.
 - Required Corrective Actions: Training, counseling, apology, etc.

- Follow-up Date: Date for review or further discussion.

- Acknowledgment and Signatures

Both the manager and the employee should sign the document, acknowledging that they have reviewed and understood its contents.

Best Practices in Drafting and Using Harassment Warning Templates

Customization to Organizational Policies

While templates provide a standardized format, they should be tailored to align with the organization's specific policies, legal requirements, and cultural context.

Clarity and Professional Language

Use clear, concise, and professional language. Avoid ambiguous or emotionally charged statements to prevent misunderstandings or legal complications.

Confidentiality and Security

Ensure that the document is stored securely and shared only with relevant personnel. Maintain confidentiality to protect the privacy of all parties involved.

Timeliness

Issue the warning promptly after the incident to preserve accuracy and demonstrate the organization's commitment to addressing issues swiftly.

Training for Managers

Managers should be trained on how to fill out the template properly, conduct interviews, and handle sensitive situations with empathy and professionalism.

Sample Employee Written Warning Form Harassment Template

Note: The following is a generic template. Organizations should customize it to their policies and legal advice.

EMPLOYEE WRITTEN WARNING FORM ? HARASSMENT

Employee Details:

- Name: _____
- Department: _____
- Position: _____
- Employee ID: _____

Incident Details:

- Date of Incident: _____
- Time of Incident: _____
- Location: _____

Description of Incident:

Please provide a detailed account of the incident, including specific behaviors, words, or actions:

Policy Violations:

This incident appears to violate the company's Anti-Harassment Policy, specifically section(s):

Employee Response:

(Provide space for the employee's explanation or comments)

Disciplinary Action:

- Type of Warning: () Verbal () Written () Final Written
 - Description of consequences and required corrective measures:
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-

Follow-up:

Next review date or further action scheduled for: _____

Acknowledgment:

I acknowledge that I have read this warning and understand its contents.

Employee Signature: _____ Date: _____

Manager Signature: _____ Date: _____

Legal and Ethical Considerations

Fairness and Non-Discrimination

Ensure that warnings are issued based on factual evidence, not assumptions or personal biases. All employees should be treated equally under the organization's policies.

Documentation and Record-Keeping

Maintain copies of all warning forms in personnel files. Proper record-keeping is essential for legal compliance and future reference.

Support and Resources

Alongside disciplinary actions, organizations should offer support services such as counseling, training, or mediation to help address underlying issues and promote a respectful workplace culture.

Conclusion

An employee written warning form harassment template is a vital tool in managing workplace misconduct effectively. When crafted carefully and used consistently, it helps organizations uphold their commitment to a harassment-free environment, ensures fair treatment of employees, and

provides legal protection. Customizing the template to fit organizational policies, training managers in its proper use, and maintaining confidentiality are essential steps toward fostering a safe and respectful workplace culture. As organizations continue to prioritize employee well-being, such documentation tools will remain central to their compliance and ethical standards.

Question What is an employee written warning form for harassment? An employee written warning form for harassment is a formal document used by employers to document instances of inappropriate or harassing behavior by an employee, outlining the violation and potential consequences. **Why is it important to have a harassment warning template?** Having a harassment warning template ensures consistency, clarity, and legal compliance in documenting incidents, which helps protect both the employer and employee while addressing misconduct effectively. **What key information should be included in a harassment warning form?** Key information includes the employee's details, date and time of incident, description of the harassment, witnesses (if any), prior warnings (if applicable), and the disciplinary action or steps to be taken. **Can a harassment warning form be used for multiple incidents?** Yes, a harassment warning form can document multiple incidents if they are related, but it's often better to create separate records for each incident for clarity and legal purposes. **Is a written warning for harassment disciplinary or corrective?** It serves as a disciplinary and corrective measure, informing the employee of the misconduct and the consequences, as well as providing an opportunity for the employee to improve behavior. **How should an employer handle the employee after issuing a harassment warning?** Employers should monitor the employee's behavior, provide support or training if needed, and document any further incidents. Follow-up meetings may be scheduled to ensure compliance and improvement. **Can an employee contest a harassment warning issued through this form?** Yes, employees typically have the right to contest or appeal the warning through company procedures or HR processes if they believe it was unjustified or improperly handled. **What legal considerations should be kept in mind when using a harassment warning template?** Employers must ensure the form complies with anti-discrimination laws, respects employee privacy, accurately documents incidents, and avoids discriminatory language to prevent legal liabilities. **How often should harassment warning forms be reviewed or updated?** They should be reviewed periodically to ensure they reflect current policies and legal requirements, and updated as necessary to align with changes in company procedures or relevant laws. **Are electronic versions of harassment warning forms acceptable?** Yes, electronic versions are acceptable and often preferred for record-keeping, provided they are securely stored, properly authenticated, and comply with data protection regulations.

Related keywords: employee warning letter, harassment policy, disciplinary action form, employee conduct, workplace complaint form, misconduct report template, employee discipline form, harassment investigation, employee misconduct form, warning notice template

advantages and disadvantages of written communication

Advantages and disadvantages of written communication are important considerations for individuals and organizations alike. In an increasingly digital world, written communication remains a fundamental method for exchanging information, whether through emails, reports, memos, or digital messages. While it offers numerous benefits, it also presents certain challenges. Understanding these advantages and disadvantages can help improve the effectiveness of communication strategies and prevent potential pitfalls.

Advantages of Written Communication

Written communication offers several significant benefits that make it an essential component of personal, academic, and professional exchanges. Its advantages can be categorized into clarity and record-keeping, permanence, flexibility, and accessibility.

Clarity and Precision

One of the primary advantages of written communication is the ability to craft clear and precise messages. When writing, individuals have the opportunity to organize their thoughts carefully, choose appropriate words, and revise their messages before sending. This process helps ensure that the message conveys exactly what is intended, reducing misunderstandings.

Permanent Record

Written communication creates a tangible record that can be stored and referenced later. This is especially valuable in legal, business, and academic contexts where documentation of agreements, instructions, or decisions is necessary. Having a written record can also provide evidence in disputes or clarify previous commitments.

Flexibility and Convenience

Written communication allows recipients to read and respond at their convenience. Whether through email, memos, or reports, the recipient can access the information at any time and from any location, provided they have the necessary tools. This flexibility is particularly beneficial for remote teams and international organizations.

Standardization and Consistency

With written communication, organizations can develop templates, guidelines, and standardized formats that ensure consistency across messages. This standardization helps maintain a

professional image and ensures uniformity in messaging, which is crucial for branding and legal compliance.

Accessibility and Reach

Digital written communication can reach a vast audience instantly. Emails, social media, and websites enable organizations to disseminate information broadly and quickly, making it an effective tool for marketing, public relations, and internal communication.

Cost-Effectiveness

Compared to face-to-face communication, written methods often cost less. There are no travel expenses, and mass communication can be achieved with minimal resources, especially with electronic communication tools.

Disadvantages of Written Communication

Despite its many advantages, written communication also has notable disadvantages that can impact its effectiveness if not managed properly. These disadvantages include issues related to misinterpretation, lack of immediacy, time consumption, and barriers to engagement.

Risk of Misinterpretation

One of the main drawbacks of written communication is that messages can be misunderstood. Without tone of voice, facial expressions, or body language, recipients may interpret messages differently from what the sender intended. Ambiguous wording, lack of context, or poorly structured messages can lead to confusion and errors.

Lack of Immediate Feedback

Unlike face-to-face conversations or phone calls, written communication often lacks real-time interaction. This delay can hinder quick clarification of misunderstandings or immediate problem-solving, leading to prolonged issues or inefficiencies.

Time-Consuming Process

Writing, editing, proofreading, and formatting messages take time, especially for complex or detailed content. Additionally, waiting for responses can slow down decision-making processes, which may be detrimental in urgent situations.

Barrier to Engagement and Personal Connection

Written communication can sometimes feel impersonal, especially in sensitive situations such as delivering bad news or resolving conflicts. The lack of emotional cues can make it challenging to establish rapport or gauge the recipient's reactions.

Dependence on Technology

Digital written communication relies heavily on technology. Technical issues, such as server outages or connectivity problems, can disrupt communication. Furthermore, not everyone has equal access to digital tools, creating potential inequalities.

Potential for Overload

Organizations and individuals often face information overload due to the volume of written messages received daily. Important messages can be overlooked or ignored amid the flood of emails, memos, and reports.

Balancing the Advantages and Disadvantages

To maximize the benefits of written communication while minimizing its drawbacks, effective strategies should be employed.

Strategies to Enhance Effectiveness

- **Clarity and Conciseness:** Use simple language, avoid jargon, and be direct to prevent misunderstandings.
- **Proper Formatting:** Break down information with headings, bullet points, and paragraphs for easy reading.
- **Proofreading:** Review messages carefully to eliminate errors and ensure professionalism.
- **Use of Appropriate Channels:** Choose the right platform based on the message's importance, urgency, and audience.
- **Follow-up and Feedback:** Encourage responses and clarify any ambiguities promptly.
- **Combining with Other Communication Forms:** Use face-to-face or phone conversations when emotional nuance or immediate interaction is necessary.

Conclusion

In summary, the advantages and disadvantages of written communication highlight its importance as a powerful tool for effective information exchange. Its ability to provide clarity, serve as a permanent record, offer flexibility, and reach a broad audience makes it indispensable in various contexts. However, issues such as misinterpretation, lack of immediacy, and potential impersonal

nature necessitate careful planning and execution. By understanding these dynamics and applying best practices, individuals and organizations can leverage the strengths of written communication while mitigating its weaknesses, leading to more efficient and meaningful interactions.

Advantages and Disadvantages of Written Communication

In an era characterized by rapid technological advancement and digital connectivity, communication remains the backbone of personal and professional interactions. Among the various modes of communication, written communication stands out as a fundamental method that has been utilized for centuries. Its significance is evident across industries, educational institutions, and personal relationships. However, like any communication form, written communication carries its own set of advantages and disadvantages that influence its effectiveness, clarity, and impact. This comprehensive review aims to explore these facets in depth, providing a balanced perspective suitable for researchers, professionals, and anyone interested in understanding the intricacies of written communication.

Understanding Written Communication

Written communication involves the transfer of information through written symbols, whether in the form of letters, reports, emails, memos, or digital messages. It is distinguished from oral communication by its permanence, structure, and the need for clarity to ensure the message is accurately interpreted by the recipient. Its evolution from handwritten letters to digital emails and instant messaging reflects technological progress and changing communication preferences.

Advantages of Written Communication

Written communication offers several notable advantages that make it indispensable in various contexts. Understanding these benefits helps organizations and individuals leverage its strengths effectively.

1. Permanence and Record-Keeping

One of the most significant advantages of written communication is its permanence. Unlike spoken words, which can be forgotten or misremembered, written messages are documented and can be stored for future reference. This feature facilitates accountability, legal documentation, and historical records.

Benefits include:

- Facilitates accurate record-keeping for audits and compliance.

- Allows for future reference and review.
- Provides evidence in legal or contractual disputes.

2. Clarity and Precision

Written communication allows the sender to carefully craft their message, ensuring clarity and precision. The ability to revise and edit before transmission reduces misunderstandings and ambiguity.

Advantages include:

- Opportunity to organize thoughts logically.
- Ability to use precise language, diagrams, and supporting data.
- Reduced risk of miscommunication compared to spontaneous speech.

3. Accessibility and Flexibility

Written messages can be delivered across different time zones and geographical locations without the need for simultaneous interaction.

Key benefits:

- Asynchronous nature allows recipients to read and respond at their convenience.
- Suitable for complex or detailed information that requires careful analysis.
- Enables communication in situations where verbal interaction is impractical.

4. Formality and Professionalism

Written communication often lends a formal tone to interactions, which can enhance professionalism and credibility.

Implications include:

- Establishes official channels for communication.
- Suitable for formal requests, proposals, and contractual agreements.
- Enhances the perceived seriousness of the message.

5. Standardization and Uniformity

Written communication can be standardized through templates and formats, ensuring consistency across organizations or departments.

Advantages include:

- Promotes uniformity in messaging.
- Simplifies training and onboarding processes.
- Ensures compliance with organizational policies.

Disadvantages of Written Communication

Despite its numerous benefits, written communication is not without limitations. Recognizing its disadvantages is crucial for effective implementation and to mitigate potential drawbacks.

1. Lack of Immediate Feedback

Unlike face-to-face or verbal communication, written messages often lack instant feedback, which can delay clarification or resolution of misunderstandings.

Consequences include:

- Prolonged resolution times for issues.
- Increased potential for misinterpretation without real-time clarification.
- Possible frustration for both sender and recipient.

2. Potential for Misinterpretation

Written language can be ambiguous, especially when tone, facial expressions, and body language are absent.

Challenges include:

- Messages may be interpreted differently based on cultural or personal biases.
- Sarcasm or humor can be misunderstood.
- Difficulties in conveying emotional nuance.

3. Time-Consuming Process

Creating, editing, and proofreading written messages can be time-consuming, especially in formal contexts.

Impacts include:

- Delays in communication, particularly in urgent situations.
- Increased workload for writers and reviewers.
- Potential for over-editing or over-complicating messages.

4. Accessibility Barriers

Not everyone has equal access to written communication channels, especially in regions with limited technological infrastructure.

Issues include:

- Digital divide affecting access to email or online platforms.
- Literacy challenges among certain populations.
- Dependence on language proficiency.

5. Risk of Information Overload

The ease of producing written content can lead to information overload, where recipients are overwhelmed by excessive or irrelevant messages.

Resulting problems:

- Important messages may be overlooked.
- Reduced engagement and responsiveness.
- Increased stress and cognitive load for recipients.

Balancing the Pros and Cons

Effective communication requires understanding when and how to utilize written communication optimally. It is essential to weigh its advantages against its disadvantages in the context of specific needs, audience, and objectives.

Strategies to Maximize Benefits

- Use clear, concise language and avoid jargon.
- Incorporate visual aids or bullet points for clarity.
- Maintain professionalism and appropriate tone.
- Ensure accessibility by considering language and formatting.

Mitigating Disadvantages

- Follow up written messages with verbal clarification when necessary.
- Encourage feedback to confirm understanding.
- Limit the volume of messages to prevent overload.
- Use technology tools for real-time communication when urgent responses are required.

Conclusion

Written communication remains a vital component of effective information exchange across personal, academic, and professional domains. Its advantages?such as permanence, clarity, accessibility, professionalism, and standardization?make it an invaluable tool for documentation, formal interactions, and complex information dissemination. However, its limitations?lack of immediate feedback, potential for misinterpretation, time consumption, accessibility issues, and information overload?must be carefully managed.

Ultimately, the key to harnessing the full potential of written communication lies in understanding its strengths and weaknesses, selecting appropriate formats, and supplementing it with other communication channels when needed. As technology continues to evolve, integrating digital tools can further enhance its effectiveness, making written communication more dynamic, inclusive, and responsive. Recognizing these facets will enable individuals and organizations to communicate more effectively, fostering clarity, efficiency, and mutual understanding in an increasingly interconnected world.

Question What are the main advantages of written communication? Written communication provides a permanent record, ensures clarity, allows careful drafting, and can be referenced later, making it ideal for conveying complex information and formal messages. **What are the disadvantages of written communication?** It can be time-consuming to prepare, lacks immediate feedback, may be misinterpreted due to lack of tone or context, and can become outdated if not updated regularly. **How does written communication benefit organizations?** It helps in maintaining documentation, standardizing procedures, reducing misunderstandings, and ensuring legal compliance through formal records. **What are the limitations of written communication in urgent situations?** In urgent scenarios, written communication may be slow and less effective compared to verbal or face-to-face communication, which allows instant clarification and response. **Can written communication improve accuracy in message delivery?** Yes, because messages can be carefully

drafted and reviewed before sending, reducing errors and misinterpretations. What is a major disadvantage of written communication in terms of personal connection? It often lacks emotional tone and personal touch, which can lead to misunderstandings or a sense of impersonality. How does written communication facilitate legal and official documentation? It provides tangible evidence of agreements, instructions, and decisions, which can be used for future reference or legal purposes. What are some common mediums for written communication? Emails, memos, reports, letters, and digital messages are common mediums used for written communication. How does the lack of immediate feedback affect written communication? It can delay clarifications and problem-solving, potentially leading to prolonged misunderstandings or errors. In what scenarios is written communication most advantageous? It is most advantageous when formal documentation is required, for detailed instructions, official notifications, or when the message needs to be preserved for future reference.

Related keywords: benefits, drawbacks, effectiveness, clarity, misunderstandings, formality, immediacy, documentation, efficiency, limitations

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