

SEXUAL HARASSMENT POLICY
RESOLUTION #1262

Sexual harassment is specifically forbidden and a cause for disciplinary action including termination. Sexual harassment is the unwelcome sexual advances, request(s) for sexual favors, or verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition which may include but is not limited to employment, promotion, annual/merit increase, or (2) submission to or rejection of such conduct is used as the basis for employment decisions, or (3) such conduct has the purpose or effect of unreasonable interfering with work performance or creating an intimidating, hostile or offensive working environment.