

JAN. 23 at 1:30

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TORRANCE COUNTY PERSONNEL ORDINANCE AMENDMENT

SUBJECT: SEXUAL HARASSMENT

ORDINANCE #91-10

Section 24: Sexual Harassment Policy.

Sexual harassment by a supervisor or coworker is unlawful discrimination under state and federal law, and Torrance County is committed to providing a work environment that is free from sexual harassment. In keeping with this commitment, Torrance County strictly prohibits any form of sexual harassment.

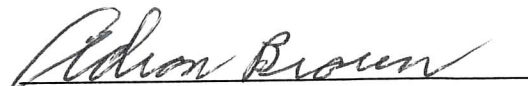
Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. No threat of any job-related loss or promise of job-related gain need be involved

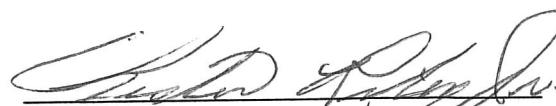
Whatever form it takes, sexual harassment has two components, (1) it is unwanted, (2) it affects your job.

Any behavior an employee believes to be sexual harassment should be reported immediately to the County Manager. The County shall conduct a prompt confidential investigation of alleged sexual harassment, appropriate corrective measures will be taken. Retaliation for having filed a complaint of sexual harassment is prohibited.

Anyone violating this policy will be subject to appropriate disciplinary action.

TORRANCE COUNTY COMMISSION

  
Adron Brown, Chairman

  
Chester Riley, Jr., Member

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Alfred Larranaga  
Alfred Larranaga, Member

Attest:

Carla Clayton  
Clerk of the Board

