

# 82 Amendment #1: 1/22/92  
Amendment #2: 4/12/93

210  
P. 139-140



TORRANCE COUNTY PERSONNEL ORDINANCE AMENDMENT

SUBJECT: SEXUAL HARASSMENT

ORDINANCE #93-2

County of Torrance  
I hereby certify that this instrument  
filed for record on the 13  
of April A.D., 1993  
at 3:49 o'clock P. M. and duly  
recorded in book 366 at page 139-  
Witness my hand and Seal of office 140  
Carla Clayton  
County Clerk, Torrance Co., N.M.

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.

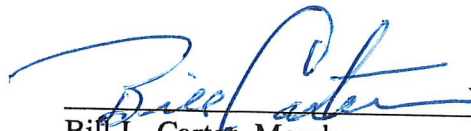
Any behavior an employee believes to be sexual harassment should be reported immediately to the County Manager, Administrative Assistant, Supervisor or the employee may go directly to the Equal Employment Opportunity Commission. The County shall conduct a prompt confidential investigation of alleged 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.

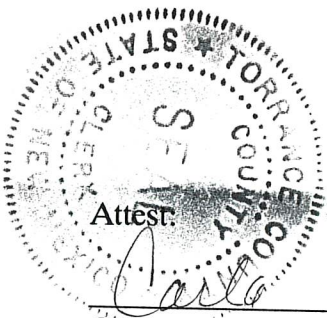
TORRANCE COUNTY COMMISSION

Bill R. Williams  
Bill R. Williams, Chairman

217  
140

  
\_\_\_\_\_  
Bill L. Carter, Member

  
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Roy B. Spencer, Member



Attest:  
  
\_\_\_\_\_  
Carlo Clayton  
Clerk of the Board