

HARASSMENT POLICY

The SYSTEM will not tolerate harassment or intimidation of our employees on any basis prohibited by law, including race, color, sex, sexual orientation, gender identity, age, religion, national origin, handicap, disability, marital status, or veteran status. Moreover, any suggestions made to any employee that sexual favors will affect any term or condition of employment with the SYSTEM will not be tolerated. It is the policy of the SYSTEM that any harassment, including acts creating a hostile work environment or any other discriminatory acts directed against our employees, will result in discipline, up to and including discharge. The SYSTEM also will not tolerate any such harassment of our employees by our members or vendors.

For purposes of this policy, sexual harassment is defined as any type of sexually-oriented conduct, whether intentional or not, that is unwelcome and has the purpose or effect of creating a work environment that is hostile, offensive or coercive. The following are examples of conduct that, depending upon the circumstances, may constitute sexual harassment:

- Unwelcome sexual jokes, language, epithets, advances or propositions;
- Written or oral abuse of a sexual nature, sexually degrading or vulgar words to describe an individual;
- The display of sexually suggestive objects, pictures, posters or cartoons;
- Unwelcome comments about an individual's body;
- Asking questions about sexual conduct;
- Unwelcome touching, leering, whistling, brushing against the body, or suggestive, insulting or obscene comments or gestures;
- Demanding sexual favors in exchange for favorable reviews, assignments, promotions, or continued employment, or promises of the same.

Employees must bring any violation of this policy to the immediate attention of the SYSTEM Director. Alternatively, complaints may be made to the SYSTEM Chair or Vice Chair. The SYSTEM will thoroughly investigate all such claims with due regard for the privacy of the individuals involved. Any employee who knowingly retaliates against an employee who has reported workplace harassment or discrimination or who has participated as a witness in an investigation of such a complaint shall be subject to immediate disciplinary action, up to and including discharge.

In addition to the protections granted in this Policy, employees may have additional protections in applicable state and federal laws.