

SECTION 4.6: SEXUAL HARASSMENT POLICY STATEMENT

The policy of the Evangeline Parish Police Jury always has been that our employees should be able to enjoy a work environment free from all forms of discrimination, including sexual harassment. When it comes to sexual harassment in the work place, employers and employees have similar interests. Employees of both sexes have an interest in work environments where all employees are treated with respect.

Sexual harassment is a form of misconduct which undermines the integrity of the employment relationship. No employee – either male or female – should be subjected to unsolicited and unwelcome sexual overtures or conduct, either verbal or physical. Sexual harassment does not refer to occasional compliments of socially acceptable nature. It refers to behavior which is not welcome, which is personally offensive, which debilitates morale, and which therefore interferes with our work effectiveness.

PERTINENT DEFINITIONS:

Offensive Conduct: Includes conduct which is indecent, combative, objectionable, displeasing, distressing, disrespectful, embarrassing, intolerable, hostile, and outrageous.

Employer: Anyone who exercises substantial control over significant aspects of the compensation, terms, conditions, or privileges of employment, including any official or officer of employer.

THERE ARE TWO (2) TYPES OF SEXUAL HARASSMENT:

Quid Pro Quo: Sexual harassment occurs when a supervisor, official or officer of the employer, conditions the receipt of an employment benefit on sexual contact. No one should imply or threaten that an applicant or employee's "cooperation" of a sexual nature (or refusal thereof) will be compensated by advancement, help, reward, favor or any other condition of employment.

Hostile Work Environment: Relates to sexually suggestive conduct so severe and pervasive that it alters the conditions of employment and interferes with an employee's ability to do his/her job. Offensive conduct, whether committed by supervisors, non-supervisory personnel, officials, officers or non-employees is specifically prohibited.

Examples of such behavior are as follows: Repeated offensive sexual flirtations; advances or propositions; continued or repeated verbal abuse of a sexual nature; graphic or degrading verbal comments about an individual or his/her appearance; the display of sexually suggestive objects or pictures; any offensive or abusive physical conduct.

Any questions regarding either this policy or a specific situation should be addressed to the appropriate supervisor, the District Attorney or the designated Assistant District Attorney. All complaints will warrant an investigation without fear of retaliation. All investigations shall be discreet. After an investigation, prompt action will be taken, if necessary. All information will be kept in strict confidence to the extent possible.