

Sample Sexual Harassment Policy

Our company prohibits employee discrimination of any kind, including sexual harassment by employees, managers, vendors and customers.

Sexual Harassment is defined as any harassment based on a person's sex, such as unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature, including offensive remarks about a person's gender. Both males and females can be victims of sexual harassment.

Prohibited behavior includes any behavior that creates an offensive work environment (Hostile Environment) or that results in an adverse employment decision such as the victim being fired or demoted (Quid-pro-Quo). Some examples include:

- A manager threatening a bad performance review if an employee doesn't go on a date with her
- An employee reporting that her co-worker aggressively brushed up against her while she was working
- A customer answering the door asked asking the server to come upstairs
- Employees objecting to a managerial using their shared restroom/locker area
- A employee ridiculed by his manager in the presence of those of his peers

Individuals violating this policy will be subject to discipline, up to and including termination.

Employees, regardless of their gender, are required to report suspected sexual harassment directly to their supervisor, the HR manager or the owner of the company immediately in person, via phone call or mail.

Complaints of harassment will be documented and investigated as soon as possible and a resolution provided to the victim in writing within 90 days. Insofar as possible, complaints will be maintained as confidential to prevent retaliation while the complaint is being researched and/or resolved.

In addition, our company prohibits retaliation of any kind against an individual claiming harassment.

I have read, understood and agree to abide by this policy.

Signed: _____ Date: _____

A copy of this policy is to be provided to the employee. Signed original to be maintained in the personnel file.



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Costco Employee Guide 2015 Sexual Harrasment Policy

Canadian Human Rights Commission



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Masculinity at Work Ann C. McGinley, 2016-05-31 In late October 2013 the Miami Dolphins player Jonathan Martin walked out on his team and checked into a mental health institution The original story implied that Martin could not take the professional pressure Within days the story changed News sources reported that Martin's teammates had repeatedly bullied him and as a result the twenty four year old African American player suffered serious depression The response was skeptical and many opined the harassment involved was simply locker room banter that all players endure essentially that boys will be boys Masculinity at Work uses the Jonathan Martin case and others to analyze Title VII of the Civil Rights Act of 1964 through the lens of masculinities theory Illustrating how harassment and discrimination can occur because of sex even if the gendered nature of the behavior remains unseen to onlookers this book educates readers about the invisibility of masculine structures and practices how society constructs concepts of masculinity and how men and sometimes women perform masculinity in different ways depending on their identities and situational contexts Using a sophisticated mix of legal gender and social science analysis the author demonstrates how masculinities theory can also offer significant insights into the behaviors and motivations of employers as well as workplace structures that disadvantage both men and women who do not conform to gender stereotypes Both a theoretical disposition and a practical guide for legal counsel and judges on the interpretation of sex and race discrimination cases Masculinity at Work explains how this theory can be used to interpret Title VII in new liberating ways

Management Fundamentals, The Manager's Pocket Guide to Preventing Sexual Harassment Terry Fitzwater, 1998 Learn how to protect your employees as well as your company from sexual harassment The Manager's Pocket Guide to Preventing Sexual Harassment approaches the issue globally from creating policy statements on sexual harassment and conducting employee audits to determine vulnerabilities and appropriate cures to the five A's of understanding to handling and dealing with stereotypes and biases The pocket guide also covers the investigation process and how to properly document incidents it also includes exercises to instill ownership and facilitate understanding among employees to generate commitment to harassment prevention

The 9 to 5 Guide to Combating Sexual Harassment Ellen Bravo, Ellen Cassedy, 1992-06-05 Addresses the latest thinking about what constitutes sexual harassment Outlines the laws their history and how to use them Describes the effects of this issue and offers recommendations for the future Enables those being harassed to take action against the abuse obtain support from others help institute a strong workplace policy and file a formal complaint Also helps managers and union leaders prevent harassment and deal with it effectively should it occur A significant amount of actual harassment experiences appear throughout and assist in shaping the advice presented

The Student's Guide to Preventing Sexual Harassment in the Workplace Beth K Whittenbury, 2013-02-25 Find out how to protect yourself from liability for sexual harassment claims and what steps organizations as well as managers should take to prevent sexual harassment in the workplace Amazon.com viewed May 19 2020

The Essential Guide to Handling Workplace

Harassment & Discrimination Deborah C. England, 2021-09-28 Keep harassment and discrimination out of your workplace. Discrimination and harassment can poison the work environment, prevent employees from succeeding, undermine company diversity efforts, and even lead to costly investigations and lawsuits. But it doesn't have to be that way. Armed with the information and strategies in this book, you can protect your employees and your company from illegal harassment and discrimination. This book explains how to prevent harassment and discrimination and quickly and effectively handle any incidents that arise. You'll learn how to recognize harassment and discrimination, develop an effective policy against discrimination and harassment, train employees and managers, conduct a fair and thorough investigation, document your company's response, take action against wrongdoers, respond to agency complaints, investigations, and even lawsuits. Filled with real-world cases, answers to common questions, and tools you can use immediately in your company, *The Essential Guide to Handling Workplace Harassment & Discrimination* is your go-to guide for preventing and managing harassment and discrimination claims.

Sexual Harassment Kathleen Kapusta, 2018-08-10 Sexual Harassment: A Guide to a Harassment-Free Workplace can have an immediate and significantly positive impact on the ways in which your organization manages the issue of sexual harassment. Every chapter of this powerful resource can affect the way you handle and preempt the possibility of sexual harassment in your organization. Here are just a few of the key topics covered in this leading resource that are often overlooked or even unknown to those setting an organization's policies: The hidden costs of harassment; How top executives set the tone; The serious extent of the risk; Personal liability; Why hasn't sexual harassment training worked? Who to train and when to train; How to properly investigate harassment; How to handle the reluctant employee; Who should investigate; Determining credibility; Understanding and avoiding defamation; Protecting the accuser and the accused during the investigation; And much more. Sexual harassment may expose employers to automatic liability under certain circumstances, and regardless of legal liability, the negative publicity, high cost of turnover, lowered employee morale, and the potential expenses associated with lawsuits are just some of the devastating effects sexual harassment can have on the workplace. Every organization's best defense is a proper offense, and *Sexual Harassment: A Guide to a Harassment-Free Workplace* is the absolutely necessary starting point.

[Sexual Harassment on the Job](#), 1983 [Prevention of Sexual Harassment at the Workplace](#) Martha Farrell Foundation, 2019-10-04 The definitive guide to everything you wanted to know about sexual harassment at the workplace. Prevent sexual harassment. Make your organization a safe workplace. Be compliant with the law. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is the primary legal mechanism to ensure that women are protected against sexual harassment at the workplace. Yet how aware are all of us—men and women, employees and employers—of these rights? What actions do organizations need to take to adhere to the law? What are the consequences for organizations that don't make the compliance cut? And how can employers go beyond mere compliance to create a workplace that is safe for all employees? The ultimate step-by-step manual for the prevention

prohibition and redressal of sexual harassment at the workplace this book contains A visual A Z manual summarizing definitions types of sexual harassment and timelines for filing and investigating complaints Easy to understand explanations of what constitutes a workplace an employer how hostile work environments get created and the obligations of employees team leads and heads of organizations Detailed key processes from creating organizational policies to constituting anti sexual harassment committees and handling complaints Case studies illustrating roles and responsibilities of committee members for effective unbiased redressal Sample letters reporting formats outlines and draft policies to aid reporting for internal and external compliance This comprehensive handbook is an indispensable resource for all employees organizations and Internal Committee members *Sexual Harassment* Tracy O'Shea, Jane LaLonde, 1998-08-15 Explains how to file a formal complaint and offers advice on coping with retaliation stress the legal system and career changes

Sexual Harassment in the Workplace Ralph H. Baxter, Lynne C. Hermle, 1993-12-01 Newly updated this classic guide helps line and staff managers understand the law and set and implement policy Provides the most current information on conduct constituting sexual harassment employer liability employer's duty to investigate constructive discharge and more Also contains EEOC guidelines sample policy statements case histories and a guide to relevant state and Canadian laws **Sexual Harassment on the**

Job United States Commission on Civil Rights. New Hampshire Advisory Committee, 1982 **Draw the Line** Frances Lynch, 1995 60% of all women in the workplace have been victims of sexual harassment This book explains in clear language how to establish a sexual harassment free workplace that benefits employees and employers Draw The Line uses sample sexual harassment policy guidelines complaint forms and disciplinary letters to help the owner learn to recognize remarks and actions that are legally actionable Sexual Harassment on the Job United States Commission on Civil Rights.

Massachusetts Advisory Committee, 1983 A Supervisor's Guide to Preventing Sexual Harassment Greg A. Naylor, 1996

The First Line of Defense Wanda Dobrich, Steven Dranoff, 2000-05-18 By the time an employee lodges a sexual harassment complaint it's already too late too late to prevent the abuse too late to do anything but try to punish the offender and compensate the victim and maybe too late to avoid a costly litigation and an even more costly judgment In The First Line of Defense two leading organizational psychologists help companies give their employees the tools skills and training they need to recognize the early warning signs of potential sexual harassment relationships and defuse these situations before any actual harassment occurs In storytelling form the human side of sexual harassment is presented in a way that everyone can understand This enlightening guide breaks the harassment experience down into its component parts and analyzes the rules that underlie sexual harassment relationships identifies the early warning signs of sexual harassment arms potential victims with skills and techniques to deter sexual harassment helps potential harassers change their behavior in ways that will alter the course of the relationship Based on the authors innovative training program recommended to clients by Chubb and Kemper major national sellers of sexual harassment insurance and supported by many insurance brokerage firms including

Willis The Risk Practice The First Line of Defense is an unparalleled resource for employers in industry and government who must find ways to protect employees at all levels from the pain humiliation and trauma of sexual harassment

Anti-harassment Policies for the Workplace Canadian Human Rights Commission,2006 *Sexual Harassment in the Workplace* Wil J. Ternoir,Marcia Macaulay,Professional EEO Consultants,1989 *Workplace Harassment Trail Guide* Anne H. Williams,2001 Zero Tolerance Tony Cornish,1999 New to this edition by The Bureau of National Affairs Inc consulting firm is coverage of the impact of 1998 Supreme Court decisions on employers proactive responsibilities for setting policies investigating the increasing incidence of harassment and prevention training Offered are new approaches statistics a sample policy and BNA services No index Annotation copyrighted by Book News Inc Portland OR

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