

Adopted 9/85

Revised

12/94

12/04

**Subject: PERSONNEL POLICY #2**  
**EQUAL EMPLOYMENT OPPORTUNITY**  
**B. SEXUAL HARASSEMENT**

Sexual harassment is considered to be a serious misconduct which will not be tolerated. Disciplinary action, which may include discharge, will be taken to correct such problems.

Sexual harassment is any unwelcomed sexual conduct, whether verbal or physical, where:

- Submission to such conduct is made a term or condition of employment.
- Submission to or rejection of such conduct is used as a basis for employment decision; or
- Such conduct interferes with work performance or creates an intimidating, hostile, or offensive working environment.