

HARASSMENT POLICY

Effective Date: _____, 20____
Last Updated: _____, 20____

_____[Company Name] is committed to providing a work environment free from harassment of any kind. We believe that everyone deserves to work in a respectful and inclusive workplace that fosters growth and productivity. _____ [Company Name] will not allow unlawful discrimination or harassment of any employee by any other employee, manager, or company official. To that end, we have developed this harassment policy to outline the behavior that we expect from all employees.

This policy covers all employees, managers, and company officials. Each employee is expected to comply with this policy and ensure that prohibited conduct does not occur. Appropriate disciplinary action up to and including termination will be taken against violators.

Definitions of Harassment and Discrimination

_____[Company Name], in compliance with all applicable Federal, state, and local anti-discrimination and anti-harassment laws, utilizes these definitions and guidelines in enforcing this policy:

1. Discrimination

Discrimination means treating another individual less favorably for reasons based on race, color, gender, religion, or other protected status. Discrimination can include, but is not limited to:

- Limiting job opportunities, privileges, or benefits
- Unequal working conditions
- Evaluations based on characteristics unrelated to work
- Harassment or permitting harassment
- _____ [Description of job duty]

Discrimination based on race, gender, disability, or other characteristics is a violation of federal law. Discrimination in violation of this policy will be subject to disciplinary action up to and including termination.

2. Harassment

_____[Company Name] prohibits harassment of any kind, including sexual harassment, bullying, hazing, and stalking. _____ [Company Name] will take immediate and appropriate action in response to complaints or knowledge of violations of this policy.

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Report of the Advisory Board on the Investigative Capability of the Department of Defense United States. Advisory Board on the Investigative Capability of the Department of Defense, 1994 *A Practical Guide to Equal Employment Opportunity* Walter B. Connolly, Jr., Michael J. Connolly, 1979 A comprehensive two volume set that analyzes discrimination on the basis of race religion national origin sex age and disabilities and features EEO compliance documents **Chambers v. Tretco, Inc., 463 MICH 297 (2000)** ,2000 114085 **Sexual Harassment and Bullying** Susan Strauss, 2013-10-06 Bullying in schools is often discussed but sexual harassment in schools and how it differs from bullying is often overlooked In fact though sexual harassment committed both by fellow students and school personnel is more common and yet more easily and quickly dismissed by those involved though its consequences for the victim can be profound This book provides parents teachers school officials and others with a framework comparing and contrasting sexual harassment and bullying as they relate to the behavior laws and impact on children The author describes the responsibility of the school district and how parents and other adults can navigate the schools policies barriers and responsibilities She argues that children should not be subjected to bullying OR sexual harassment that it is the school s responsibility to make the harassment or bullying stop and that parents and other caring adults often need to be involved and advocate for the child even against resistance from those in the school system Throughout the book the author uses examples of actual cases that have made it to the courts and have been precedent setting and cases in which she has been involved as an expert witness or as a consultant Resources for readers are also provided at the end of the book **Fundamentals of Human Resource Management** Robert N. Lussier, John R. Hendon, 2019-08-06 Fundamentals of Human Resource Management Functions Applications Skill Development helps students of all majors build the skills they need to recruit select train and develop employees Bestselling authors Robert N Lussier and John R Hendon explore the important strategic function HR plays in today s organizations A wide variety of applications self assessments and experiential exercises keep students engaged and help them see the relevancy of HR as they learn skills they can use in their personal and professional lives The Second Edition includes 13 new case studies and new coverage of the agile workplace generational differences gamification social media and diversity and inclusion This title is accompanied by a complete teaching and learning package **Letter to Karl Pister, Chancellor, University of California, Santa Cruz, from John E. Palomino, Regional Civil Rights Director, Region IX, San Francisco, Office for Civil Rights, United States Department of Education, Concerning Sexual Discrimination at the University of California, Santa Cruz** John E. Palomino, 1994 Stand Up For Yourself Without Getting Fired Donna Ballman, 2012-09-21 Take a deep breath and learn how to deal with a bad work situation Like having an employment attorney on call It s exactly what employees need Alison Green author of Ask A Manager USA Best Book Award Winner Hate your job Ready to quit Facing a layoff before you even have a chance to quit Is your boss is a flaming jerk Think you might have a lawsuit If any of

these scenarios apply to you you are facing a crucial career moment and mistakes and misinformation will cost you dearly In *Stand Up for Yourself Without Getting Fired* celebrated attorney Donna Ballman provides winning answers to these and many more tough questions such as I think they re getting ready to lay me off What can I do My boss is creating a hostile environment Can I sue What does it mean if I sign a paper saying I m an independent contractor and not an employee Am I exempt from overtime Whether you re a recent college grad or an almost retiree newly employed or laid off after twenty years gay or straight single or married with kids janitor or CEO *Stand Up for Yourself Without Getting Fired* will give you the specific and relevant advice you need to face any career threatening situation and come out ahead *The Writing Program Administrator's Resource* Stuart C. Brown,Theresa Jarnagi Enos,2005-04-11 This handbook offers wisdom and guidance from experienced college writing program administrators It is intended for WPAs at all levels of experience **Sex, Youth, and Sex Education** David Campos,2002-04-23 An authoritative reference that discusses the history of sex education and its ramifications in the United States Community and school officials parents and educators often stay to the wee hours of the night at PTA meetings arguing about sex education and sexual behavior among young people While some groups preach abstinence and attempt to sign as many youngsters as possible to their rosters it remains a fact that 50 percent of U S teenagers beginning at age 15 are sexually active *Sex Youth and Sex Education* is a wonderfully crafted resource that gives not only a statistical overview of sexual activity in schools but also examines sex education the scourge of sexual violence in schools and sexuality among selected groups of youngsters What emerges is a groundbreaking work for educators and students of sociology psychology and education This work brings to light the fascinating not to mention ubiquitous world of sexuality among today s youth and its impact on parents school personnel policymakers and society *Recruiting Command Guide* ,1983 *The Routledge Handbook of the Politics of the #MeToo Movement* Giti Chandra,Irma Erlingsdóttir,2020-11-26 Since the MeToo hashtag went viral in 2017 the movement has burgeoned across social media moving beyond Twitter and into living rooms and courtrooms It has spread unevenly across the globe with some countries and societies more impacted than others and interacted with existing feminist movements struggles and resistances This interdisciplinary handbook identifies thematic and theoretical areas that require attention and interrogation inviting the reader to make connections between the ways in which the MeToo movement has panned out in different parts of the world seeing it in the context of the many feminist and gendered struggles already in place as well as the solidarities with similar movements across countries and cultures With contributions from gender experts spanning a wide range of disciplines including political science history sociology law literature and philosophy this groundbreaking book will have contemporary relevance for scholars feminists gender researchers and policy makers across the globe *Equal Employment Opportunity 2020 Compliance Guide* Buckley,2019-11-12 *Equal Employment Opportunity Compliance Guide 2020 Edition* is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive

memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop EEO solution delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer s prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including reverse religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes Previous Edition Equal Employment Opportunity Compliance Guide 2019 Edition ISBN 9781543800043 **Teens Guide to College & Career Planning**

Peterson's,2008-03-11 Handbook for high school students offering advice on college planning and career exploration

Encyclopedia of Sex and Sexuality Heather L. Armstrong,2021-03-01 Providing a comprehensive framework for the broad subject of human sexuality this two volume set offers a context of historical development scientific discovery and sociopolitical and sociocultural movements The broad topic of sex encompassing subjects as varied as sexuality sexual and gender identity abortion and such crimes as sexual assault is one of the most controversial in American society today This two volume encyclopedic set provides readers with more than 450 entries on the subject offering a comprehensive overview of major sexuality issues in American and global culture Themes that run throughout the volumes include sexual health and reproduction sexual identity and orientation sexual behaviors and expression the history of sex and sexology and sex and society Entries cover a breadth of subjects such as the major contributors to the field of sexology the biological psychological and cultural dimensions of sex and sexuality and how the modern day political climate and the government play a major role in determining attitudes and beliefs about sex Written in clear jargon free language this set is ideal for students as well as general readers **Racial and Ethnic Tensions in American Communities: The Mount Pleasant report** United States

Commission on Civil Rights,1993 **Diversity in Organizations** Cedric Herring,Loren Henderson,2014-08-21 Diversity in Organizations argues that ensuring a diverse workforce composition has tangible benefits for organizations Rather than relying on touchy feely arguments Herring and Henderson present compelling evidence that directly links diversity to the bottom line Readers will learn How and why diversity is related to business performance The impact of diversity training programs on productivity business performance and promotions The biggest mistakes in diversity management and how to avoid them What can be done to make diversity initiatives more effective and politically palatable How to measure success in diversity initiatives in rigorous non technical ways to achieve desired results Presented accessibly without shying away from the contentious aspects of diversity the book also provides concrete advice and guidance to those who seek to implement diversity programs and initiatives in their organizations and to make their companies more competitive Students taking classes in diversity human resource management sociology of work and organizational psychology will find this a comprehensive helpful resource **Encyclopedia of Rape and Sexual Violence** Merril D. Smith,2018-05-03 This two

volume set provides an authoritative overview of rape and other forms of sexual violence containing the latest information about victims and perpetrators events laws and trends related to sexual violence and attitudes toward it This encyclopedia will help readers to develop a deeper understanding of rape and other forms of sexual violence in the United States and around the world Content illuminates all aspects of this serious issue including the forms of trauma experienced by survivors victims different types of rape from incest to acquaintance rape to prison rape specific cases events and controversies laws policies movements and organizations pertaining to the issue and legal political and cultural contributors to rape and other forms of sexual violence Encyclopedia of Rape and Sexual Violence follows an A Z format but instead of comprising brief overview entries it features twenty chapters each of which is a long form entry that covers key perspectives laws court cases and statistics on survivors victims and perpetrators Leading scholars and activists perspectives on the subject add depth to the information provided the set also includes a selection of essential primary documents

Handbook on Well-Being of Working Women Mary L. Connerley, Jiyun Wu, 2015-07-27 This handbook provides an overview and synthesis of relevant literature related to the issue of the well being of working women This focus addresses a gap that currently exists in the quality of life and well being fields The work of the authors answers the following broad questions Does gender matter in the well being of working women Do prejudices against and stereotypes of women still play a role in inter personal interactions in the workplace that could hinder women from flourishing professionally Does the organizational context such as organizational culture reward systems and leadership contribute to the well being of working women What impact does the national context have on the well being of working women And finally how can public policies help enhance the well being of working women These are important issues for academics researchers and graduate students interested in gender issues in the fields of management sociology psychology social psychology economics and quality of life studies Policy makers and practitioners will also find this book beneficial Equitable treatment and outcomes for all regardless of gender remains a challenging goal to achieve with various barriers in different contexts and different cultures and this book provides strong coverage of this important topic of well being of working women

Graduate Announcement University of Michigan--Dearborn, 1992

Domestic Violence Sourcebook, 7th Ed. James Chambers, 2022-10-01 Provides consumer health information about violence stalking harassment and other forms of abuse and discusses the physical mental and social effects of violence against intimate partners children teens the elderly immigrants and other populations gives strategies for prevention and intervention Includes index glossary of related terms and directory of resources

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