



Discrimination Policy



Giving you more than expected!



Discrimination due to race, gender, color, religion, national origin, age, and physical disability is illegal and a violation of section 703, Title 7 of the Civil Rights Act of 1964.

This original Civil Rights Act was amended in 1972 to include sexual harassment. This additional form of discrimination is defined as **unwelcome** or **uninvited** sexual advances, requests for sexual favors and other **verbal** or **physical** conduct of a sexual nature.

These violations include:

1. Influencing, offering to influence or **threatening the career, pay, or job** of another person in exchange for sexual favors.
2. Creating a **hostile work environment** through deliberating or repeated offensive comments, gestures, or physical conduct of a sexual nature in a work related environment.

Sexual harassment usually occurs in the form of crude remarks or gestures and uses rank, position, or enticement to demand or gain sexual favors.

- Sexual harassment is based on power and control.
- The law prohibits retaliation against any individual who registers a complaint.
- All personnel are covered by this law, there are no exceptions.

Anyone with additional comments or questions should contact the Employee Assistance Program Provider at 1-866-774-9971.

Any individual behaving contrary to these laws will be disciplined and / or asked for their resignation.

ACKNOWLEDGMENT AND COMMITMENT

I _____ have received and understand the
(Print name here)
information found within our company-wide discrimination and sexual harassment training.

I fully understand that discrimination related to any individual of a certain race, color, religion, national origin, age, gender or physical handicap by any individual will not be tolerated.

I also understand that sexual harassment will not be tolerated in any form including sexual advances, explicit pictures, gestures, or comments.

I now understand that from this day forward, if I choose to make any comments or pursue any activities that are counter to the information presented here today and violate the basic civil rights of any individual, my employment status may be in jeopardy.

If I have any additional comments or questions concerning this information I may contact the Employee Assistance Program Provider at any time at 1-866-774-9971.

I have received, read, and understand this information and training materials.

Signature

_____/_____/_____
Today's date