

Oliver Wolcott Library

Sexual Harassment and Ethnic/Racial Harassment Policy

Sexual Harassment

It is the policy of Oliver Wolcott Library to maintain a working environment free from all forms of sexual harassment or intimidation. Forms of sexual harassment include:

1. Unwanted physical or sexual contact of any kind.
2. Any request for submission to sexual favors implicitly or explicitly tied to a condition of employment
3. Non-verbal-sexually suggestive objects or pictures, suggestive sounds or gestures.
4. Verbal-sexual innuendoes, suggestive comments, jokes of a sexual nature, or sexual proposition.
5. Other sexual behavior which has the effect or interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

Any unwelcome advances or conduct of a sexual nature are serious violations of Library policy, the Connecticut Discrimination Employment Act, Federal laws and will not be condoned or permitted. Any employee who is subjected to sexual harassment or intimidation should immediately contact a supervisor or the Library Director. All complaints of sexual harassment will be promptly and confidentially investigated.

Ethnic/Racial Harassment

Harassment on the basis of ethnic background or race is strictly prohibited. This includes conduct that has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment. Some examples of this type of conduct include:

1. Ethnic or racial innuendoes
2. Suggestive comments, objects or pictures
3. Jokes of an ethnic or racial nature
4. Ethnic or racial slurs

Conduct of this nature is a serious violation of Library policy, the Connecticut Discrimination Employment Act, federal laws and will not be condoned or permitted. Any employee who is subjected to such harassment or intimidation should immediately contact a supervisor or the Library Director. All complaints of ethnic or racial harassment will be promptly and confidentially investigated.

Any person who violates this policy will be subject to appropriate disciplinary action up to and including discharge, loss of all library privileges and legal prosecution.

Adopted April 17, 2007