

## 207 SEXUAL HARASSMENT 1/1

Lakeville Police Department Order #207

### General Order- Sexual Harassment

Date:07/2014

Personnel: All Personnel Issued by: Chief of Police

**Policy: Our policy is to expressly prohibit sexual discrimination and harassment.**

Order 207: Sexual harassment is defined by City policy in the Lakeville Policy Manual (Policy 6.19).

#### **a. Sexual Harassment Prohibited**

Sexual harassment of an employee or applicant for employment by an employee of the department is strictly prohibited. Behavior which constitutes sexual harassment includes but is not limited to:

- Verbal harassment that is sexually oriented and considered unacceptable by another individual (epithets, derogatory remarks, slurs, jokes).
- Physical harassment (gestures, assault, impeding or blocking movement, or any physical interference with normal movement).
- Visual forms of harassment (sexually-oriented posters, letters, poems, graphic cartoons, drawings).
- Requests for sexual favors or unwanted sexual advances.

#### **b. Reporting**

Any employee who believes they are being sexually harassed in any form, witnessed sexual harassment, or otherwise obtains knowledge of sexual harassment is encouraged to bring the matter to a supervisor or the Chief of Police. In the case of any alleged sexual harassment by a supervisor, the employee may report to the next higher rank level. All complaints will be investigated in a timely, thorough, and impartial manner. All claims and subsequent investigations shall be treated as confidentially as possible to protect the privacy of the concerned employee(s). No retaliation of any kind will occur as a result of good-faith reporting.

#### **c. Respectful Workplace**

All employees, sworn, non-sworn, and Reserve officers, shall conform to the City's Respectful Workplace Policy, as applicable to their job function.