

# **SEXUAL HARASSMENT**

## *IS ILLEGAL*

**Sexual harassment of the employees of this company will not be tolerated. We want all employees to know they can work in a safe workplace with security and dignity, and are not required to endure insulting, degrading or exploitative treatment.**

### **Examples of Sexual Harassment include:**

- **Unwelcome sexual advances**
- **Requests for sexual favors**
- **Suggestive or lewd remarks**
- **Verbal/physical/visual conduct of a Sexual nature**
- **Pornographic posters, cartoons or Drawings**
- **Unwelcome sexual jokes or banter**

### **Sexual Harassment is evidenced when:**

- **Submission to such conduct is made either explicitly or implicitly a term or condition of employment**
- **Submission to or rejection of the conduct is used as the basis for an employment decision; or**
- **The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating or hostile work environment.**

**If you encounter such abuses from supervisors, fellow employees, or clients, report it immediately to your supervisor or contact:**

**LCDA LEGAL COUNSEL**

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