



Village of Pleasantville

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VILLAGE OF PLEASANTVILLE POLICY STATEMENT ON SEXUAL HARASSMENT

It is imperative that all employees and customers be aware of the Village of Pleasantville's commitment to and our efforts to ensure that every employee is entitled to a work environment free from any form of discrimination.

Sexual harassment is an unlawful discriminatory practice. It is also a violation of Section 703 of Title VII of the Civil Rights Act of 1964, as amended, and the New York State Human Rights Law. The Civil Rights Law of 1991 makes additional provisions for victims of sexual harassment.

The Village of Pleasantville also complies with the Workforce Investment Act of 1998, which prohibits discrimination on the basis of sex.

Sexual harassment is a form of employee misconduct for which appropriate disciplinary action will be taken against individuals, and against supervisors and managers who knowingly allow such behavior to continue.

Sexual harassment is any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature when:

- 1) Submission to the conduct is either explicitly or implicitly a term or condition of an individual's employment;
- 2) Submission to, or rejection of, such conduct by an individual is used as the basis for employment decisions affecting such individuals; or
- 3) The conduct has the purpose, or effect, of unreasonably interfering with an affected person's work performance or creating an intimidating, hostile, or offensive work environment.

The Village of Pleasantville periodically conducts training in this area for all employees, supervisors and managers as an informative and preventative measure regarding the Law to ensure compliance with its policy.

Any allegation of sexual harassment will be thoroughly investigated and kept in strict confidence. Report all incidences to your immediate supervisor or any other person(s) in authority.