

## **CLIO AREA FIRE DEPARTMENT POLICY**

### **SEXUAL HARASSMENT**

It is the policy of the Clio Area Fire Department that all members have a right to work in an environment free from unlawful discrimination, including freedom from sexual harassment. Sexual harassment has been defined by the Equal Employment Opportunity Commission as follows:

“Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made 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 individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment.”

Clio Area Fire Department will not tolerate sexual harassment to or by any member. Any member who engages in sexual harassment is subject to disciplinary action up to and including discharge.