

HTVFC SEXUAL HARASSMENT POLICY

The Hepburn Township Volunteer Fire Company will not tolerate sexual harassment. The right to be free from sexual harassment in the workplace is protected by state and federal laws. Our collective responsibility as officers and members in the Hepburn Township Volunteer Fire Company is to assure that sexual harassment does not occur. Further, it is the affirmative duty of the officers and members to monitor and enforce our company policy.

Sexual harassment is any unwelcome sexual advance, requests for sexual favors, and other verbal or physical conduct of a sexual nature, which is made an implicit or explicit condition of membership, or which affects membership decisions (election to office, assignment of duties, removal from office, etc.) creates an intimidating hostile or offensive work environment, or interferes with work performance. Sexual harassment can happen to any member regardless of age or sex.

Sexual harassment is a problem that should be confronted promptly. Liability for specific acts of sexual harassment lies principally with the employer and the perpetrator of the offense, unless they can show that they took immediate and appropriate corrective action. Officers may also be responsible for the acts of non-members with respect to sexual harassment of members in the company.

Prevention is the best tool for elimination of sexual harassment. All members are responsible to inform others who may be sexually harassing a member that the behavior is to stop. The policy for issuing a warning to a perpetrator is to say in a loud voice "RED FLAG". Following this statement no other harassment should continue. If harassment continues, proceed to the "Discriminatory Harassment Policy and Compliance Procedure.