



Human Resource Policy Manual

Subject: Harassment

HR Policy: 170

Effective Date:

Revision: 0

Revision Date:

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Board of Directors Approval: 06/30/08

MSHS Policy Council Approval: 09/10/08

HS/EHS Policy Council Approval:

MANAGEMENT POLICIES

Harassment

Policy Statement:

It is the policy of Texas Migrant Council, Inc., that harassment of an employee in the work place by supervisory personnel, co-workers, or non-employees on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, political affiliation, or status as a covered Veteran (Disabled Veteran, Recently Separated Veteran, Armed Forces Service medal Veteran, and Other Protected Veterans as specified by Law) is a form of discrimination that violates the law and Texas Migrant Council, Inc.'s policy and is prohibited and will not be tolerated.

Retaliation:

Retaliation against any employee who alleges harassment, or who participates in an investigation as a witness or in any other capacity, is prohibited and will not be tolerated.

Sexual Harassment Definition:

Sexual Harassment is defined as:

Unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment
- submission to or rejection of such conduct is used as the basis for employment decisions affecting such individual

OR



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- when 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.

Other types of harassment

Other conduct which can be harassment includes verbal, nonverbal, or physical conduct that shows aversion, denigration, or hostility because of race, color, religion, national origin, gender, age, disability, sexual orientation, political affiliation, or status as a covered Veteran and that either:

- creates an intimidating, hostile, or offensive working environment;
- unreasonably interferes with an individual's work; or
- adversely affects an individual's employment opportunities.