

SEXUAL HARASSMENT POLICY STATEMENT

Town of Alberton

Adopted by Alberton Town Council December 12, 2016

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| 1. | “Sexual Harassment”, means any conduct, comment, gesture or contact of a sexual nature | Definition |
| | a) that is likely to cause offense or humiliation to any employee ; or | |
| | b) that might, on reasonable ground, be perceived by that employee as placing a condition of a sexual nature on employment or on any opportunity for training or promotion. | |
| 2. | Every employee is entitled to employment free of sexual harassment. | Employee
Right |
| 3. | This employer will make every reasonable effort to ensure that no employee is subjected to sexual harassment. | Employer
Obligation |
| 4: | This employer will take appropriate disciplinary measures against any person under its direction who subjects an employee to sexual harassment. | Disciplinary
Measures |
| 5: | Complaints of sexual harassment may be made to this employer or your supervisor. The supervisor to whom a complaint is made will ensure that it is brought to the attention of this employer. | Reporting
Harassment |
| 6: | This employer will not disclose the identity of a complainant except where disclosure is necessary for the purposes of investigating a complaint or taking disciplinary measures in relation to a complaint. | Production of
Identity of
Complainant |
| 7. | Employees are advised that the <i>Human Rights Act</i> (RSPEI 1988, Cap. H-12) prohibits discrimination on the basis of sex which has been interpreted as including sexual harassment. Any person alleging discrimination has a right to file a complaint with the P.E. I. Human Rights Commission under that Act. | Complaints to
Human Rights
Commission |