

CHAIRMAN:

Josh Fredrickson, Public Works Director
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LEAD AGENCY:

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Public Works Department
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QUADCO RTPO

**Quad County
Regional Transportation Planning Organization**

QUADCO RTPO POLICY AGAINST HARASSMENT

It is our policy that there will be no discrimination against any member based on race, color, sex, religion, age, marital status or disability. In particular, an atmosphere of tension created by non-work-related conduct, including ethnic, racial, sexual or religious remarks, animosity, unwelcome sexual advances, or requests for sexual favors or other such conduct does not belong in our workplace or council meetings.

For these purposes, the term harassment includes verbal harassment (epithets, derogatory statements, slurs and any other offensive remarks or jokes), visual harassment (graphic, posters, cartoons, drawings), or physical conduct or innuendoes relating to an individual's race, color, sex, religion, national origin, age or disability. In keeping with that policy, we will not tolerate harassment by any member. Unwelcome advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitutes harassment especially when:

1. Submission to the conduct is made either an explicit or implicit condition of membership
2. Submission to or rejection of the conduct is used as the basis for employment, salary or other benefit changes affecting the harassed employee
3. Harassment interferes with an employee's work performance or creates an intimidating, difficult, hostile or offensive work environment.

If any member violates this anti-harassment policy, their membership will be revoked while the agency they represent investigates the conduct of said member.