General:
Plant Operations strives to create and promote a community in which respect for people and their intrinsic worth forms the keystone of all relationships. Mutual respect is the key to honoring human dignity and assuring individual success. Conversely, harassment of any kind strikes at the heart of human dignity and impedes success.

To assure that all members of the division have an equal opportunity to achieve and reach their fullest potential, Plant Operations has promulgated this policy barring discriminatory and harassing behavior. It is the expectation of the Plant Operations Lead Team that all members of the division will abide in good faith by the spirit and letter of the policy. Violations of this policy will be handled swiftly consistent with existing disciplinary procedures.

Policy:
Harassment of or discrimination against any member of Plant Operations, customer, vendor, guest or others because of race, color, religion, national origin, handicap, sex, age, height, weight, marital status or sexual orientation or any other unlawful category is unacceptable and will not be condoned.

All members of the Plant Operations community have an affirmative responsibility for ensuring that the work place is free from harassment and discrimination by avoiding offensive and inappropriate behavior or communications that create a hostile, offensive or intimidating work environment, or that otherwise interfere with an individual’s employment.

Prohibited conduct includes, but is not limited to, any unwelcome sexual advances, requests for sexual favors, and any other verbal or physical conduct or communication of a sexual nature when:

• submission to such conduct or communication is made either an explicit or implicit term or condition of employment;

• submission or rejection of such conduct or communication by any individual is used as a basis for an employment decision affecting the individual;

• such conduct or communication has the purpose or effect of unreasonably interfering with an individual’s employment, or creating a hostile, intimidating or offensive environment.

Prohibited conduct also includes (but is not limited to):

• crude or offensive language, sounds, innuendoes or jokes, whether communicated verbally or electronically, related to handicap, religion, race, color, national origin, age, sex, height, weight, sexual orientation or marital status;
• the display of sexually suggestive or otherwise offensive pictures, cartoons, posters, objects, letters, graffiti or gestures relating to handicap, religion, race, color, national origin, age, sex, height, weight, sexual orientation or marital status;

• unwanted sexual advances including offensive touching, pinching, brushing against the body, or impeding or blocking one’s movement.

Individuals who feel they have been subjected to harassment or discrimination, or who feel they have been retaliated against for having brought forth a complaint of or having opposed harassing or discriminatory behavior, are encouraged to report any incident to their supervisor, manager, the Plant Human Resources Officer, Employee Relations or the Office of Equity and Diversity Services.

All allegations of harassment or discrimination will be investigated promptly and impartially, in accordance with established University procedures and processes, including maintaining confidentiality to the fullest practical and appropriate extent.

No individual will be retaliated against for complaining about harassment, opposing harassment or participating in any investigation under this policy, irrespective of the findings of the investigation.

In all cases, existing University procedures, processes and assurances (See SPG 201.89 and 201.89-1) will be made available to any staff member pursuing an action or wishing to pursue an action under this policy, and are incorporated into this policy.

Resources:
Keith Clark
Employee Relations
763-0175

Begona Garcia
Sexual Harassment Prevention & Resolution
764-8569

Bruce Pringle
Employee Relations
763-1316

Sue Rasmussen
Office of Equity and Diversity Services
763-0235

Roberta (Bobbie) Young
Employee Relations
936-3860