



June 27, 2018

## **SEXUAL HARASSMENT POLICY**

It is the established policy of the Office of the Chief Medical Examiner to ensure equal employment opportunity and to prevent illegal discrimination in all departmental practices. Sexual harassment is a type of sex discrimination. It is prohibited by Title VII of the Civil Rights Act of 1964, as amended, and by Section 46a-60(a)(8) of the Connecticut General Statutes as an Unfair Employment Practice.

Sexual harassment is defined as: "any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment".

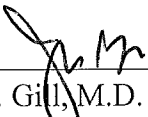
Sexual harassment will not be tolerated by the Office of the Chief Medical Examiner and will be grounds for disciplinary action. The Office of the Chief Medical Examiner's Affirmative Action Officer through the established Affirmative Action Complaint Procedure will handle complaints of sexual harassment.

Employees, outside vendors, contractors may seek information and/or file complaints directly through the Human Resources Office at (860) 679-3982 or contact their immediate supervisor. The confidentiality of the reporting party (parties) will be observed provided it does not interfere with the institution's ability to investigate or take corrective action. Complaints of sexual harassment will be investigated promptly. The determination of the merit of a particular action will be made from the facts, on a case-by-case basis, looking at the totality of circumstances. Retaliation against any persons participating in the investigation is prohibited, and may result in disciplinary action which may include, but is not limited to, written warning, demotion, transfer, suspension, expulsion or dismissal.

Managers and supervisors must consult with the Human Resources Office on all complaints alleging sexual harassment and/or when aware of behavior prohibited by this policy. The Human Resources Office will review the complaints to determine if disciplinary action is necessary.

It is not the Office's intention to regulate social relationships that are freely entered into by employees. However, it is our affirmative duty to develop and maintain a workplace free of sexual harassment and intimidation. I expect the full support and cooperation of every employee to achieve this goal.

This policy must be posted in all common and visible locations and is available on the agency's web page. Each employee is expected to review this policy and be familiar with it.

  
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James R. Gill, M.D.  
Chief Medical Examiner

12/4/16  
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Date