

Document #: ACT113	Title: SEXUAL HARASSMENT	Print Date: 11/17/21
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Policy: The Water District will comply with all sexual harassment laws included in Louisiana Revised Statute 42:341-345 which are detailed below.

The Sexual Harassment Policy prohibits the following:

- A. Unwelcome sexual advances, request for sexual favors, and other verbal, physical, or inappropriate conduct of sexual nature constitute sexual harassment when the conduct explicitly or implicitly affects an individual's employment or holding of office, unreasonably interferes with an individual's performance, or creates an intimidating, hostile, or offensive work environment and shall not be tolerated.
- B. The Vermilion Parish Waterworks District No. 1 prohibits sexual harassment of its employees by another employee or other person. All employees must conduct themselves in a professional and respectful manner at all times and not to engage in any conduct or communication which would be construed as offensive to others.
- C. Sexual harassment includes unwelcome verbal or physical conduct towards another that is sexually offensive, vulgar, derogatory or suggestive to an unwilling party. It can include vulgar jokes, suggestive comments, inappropriate touching and other similar behavior which is unwelcome by other party or parties.
- D. Sexual harassment includes any sexual offensive conduct based on sex regardless of whether such conduct is engaged in by a male towards a female, female towards a male or between person of same sex.