

ELMIRA HOUSING AUTHORITY
SEXUAL HARASSMENT POLICY

The Elmira Housing Authority prohibits employees from doing anything that intimidates, insults, coerces, or harasses another employee, a visitor, vendor, a customer or a prospective customer. This policy specifically prohibits an employee from engaging in any intimidating, insulting, coercive or harassing behavior that is sexual in nature.

Examples of prohibited conduct include, but are not limited to:

Spoken or written comments relating to a person's sex.

Any unwelcome advance or contact of a sexual nature.

Sexually oriented comments about a person's body or behavior.

Showing or displaying pornographic or sexually explicit objects or illustrations in the workplace or while performing duties for the Elmira Housing Authority.

Sexually offensive comments, jokes or innuendoes.

In addition the Elmira Housing Authority prohibits unwelcome sexual advances, requests for sexual favors, and all other verbal or physical conduct of a sexual nature or otherwise offensive nature, when:

Submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment.

Submission to or rejection of such conduct by a person is used as the basis for employment decisions affecting the person.

Such conduct has the purpose or effect of unreasonably interfering with the person's work performance or creating an intimidating, hostile, or offensive working environment.

Any representative who violates this policy is subject to discipline, up to and including termination.