

UNIFIED FIRE AUTHORITY BOARD POLICY MANUAL	
Chapter 3 <i>UFA Personnel Policies</i>	Section 13 <i>Sexual Harassment</i>

Relevant Information: Sexual harassment is an unlawful activity which violates merit principles and is prohibited as a form of gender discrimination under Title VII of the Civil Rights Act of 1964. Any employee who engages in such activity shall be subject to corrective or disciplinary action.

Policy Statement: It is the policy of the Board that UFA will be in full compliance of Title VII and prohibits sexual harassment of employees of any kind, including *quid pro quo* of hostile work environments. Employees who are subjected to, or are otherwise aware, of sexual harassment by or against an Authority employee are expected to report such harassment as soon as possible. UFA will create policies allowing for the ability to bring complaints of sexual harassment to the attention of the Board or administration and provide for a proper investigation of such complaints. Violation of this policy will result in discipline, up to and including, termination.