

Good Samaritan Health & Wellness Center
Policies and Procedures

Subject: Harassment	Policy #: 4.3
Prepared by:	Revision #: 1
Approved by: Board of Directors	Effective Date: 5 /27/2016

4.3 Harassment

The Center is committed to providing a work environment free from unlawful harassment. The Center prohibits sexual harassment and harassment based on race, color, national origin, sex, sexual orientation, sexual identity, age, religion, disability, veteran status, or any other legally protected characteristic.

A. Harassment is any conduct—whether verbal, visual, or physical—that has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive work environment.

Examples of harassment include, but are not limited to, the following behavior:

- 1.** epithets, derogatory jokes or comments, slurs, or other offensive comments based upon a legally protected characteristic;
- 2.** posters, photographs, cartoons, drawings, e-mail, Internet sites, or other visual images of an offensive nature based upon a legally protected characteristic; or
- 3.** assault, unwanted touching, or interfering with another employee’s or volunteer’s movement because of a legally protected characteristic.

B. Sexual harassment involves unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature when submission to the conduct is either an explicit or implicit term or condition of employment or continued service; an employee’s or volunteer’s response to the conduct is used as a basis for decisions affecting that employee or volunteer; or the conduct has the purpose or effect of interfering with the employee’s or volunteer’s work performance or creating an intimidating, hostile, or offensive work environment.

Sexual harassment does not include occasional compliments of a socially acceptable nature or consensual social relationships that are not unwelcome, intimidating, hostile, or offensive.

Examples of sexual harassment include, but are not limited to, the following behavior:

- 1.** epithets, derogatory jokes or comments, slurs, or other offensive comments of a sexual nature;
- 2.** posters, photographs, cartoons, drawings, e-mail, Internet sites, or other visual images of a sexual nature;
- 3.** assault, unwanted touching, or interfering with another employee's or volunteer's movement based upon the person's sex;
- 4.** threats or demands to submit to sexual requests as a condition of continued employment or service; and
- 5.** offers or denials of employment or other similar benefits based on the submission or rejection of sexual requests.