



A Utah municipal corporation
Office of the Mayor
3330 South 1300 East
Millcreek, Utah 84106
(801) 214-2700

SEXUAL HARASSMENT AND DISCRIMINATION PREVENTION FOR VOLUNTEERS

Harassment is a form of discrimination which is prohibited by federal law and Millcreek policy.

Discrimination and harassment on the basis of a person's Race, Color, Religion, National Origin, Sexual Orientation, Marital Status or Sex is prohibited. Sexual harassment is a form of sex discrimination.

Sexual Harassment or Discrimination is NOT to be taken lightly, anyone engaging in conduct prohibited by law could be held personally liable.

Sexual harassment is defined as:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical 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; or
2. Submission to or rejection of such conduct by such individual is used as the basis for employment decisions affecting such individual; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

In summary, sexual harassment is unwelcome sexual conduct that affects the victim's working conditions.

Preventing Harassment

The first line of prevention is to avoid doing or saying anything that might offend someone.

The second line of prevention is to report incidents of harassment or discrimination.

You may report incidents to: the Mayor, any Council member, or the City Attorney

Millcreek will not tolerate any sexual harassment in the workplace and will investigate incidents and discipline those found to be engaged in harassment.

I have read and understand the above conditions.

Name: _____

Date: _____