

Rivers East Workforce Development Board

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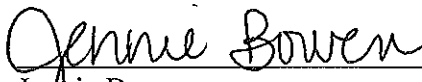
RIVERS EAST LA ISSUANCE 2021-13

SUBJECT: RIVERS EAST SEXUAL HARASSMENT POLICY

PURPOSE: This issuance replaces Region Q LA Issuance 2017-05 and provides updates to the policy.

ACTION: Service providers should review the policy for updates and implement accordingly.

EFFECTIVE DATE: July 1, 2021



Jennie Bowen
Workforce Development Director

Attachment

Serving: Beaufort County • Bertie County • Hertford County • Martin County • Pitt County

Mid-East Commission • Workforce Development Department
"Committed Equal Opportunity Employer/Programs"

"Auxiliary aids and services are available upon request to individuals with disabilities." Relay numbers for the Hearing Impaired: (TT) 1-800-712-6600 (voice) 1-800-735-8262
www.mideastcom.org

Rivers East Sexual Harassment Policy

Sexual harassment is a form of sex discrimination that violates Title VI of the Civil Rights Act of 1964. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.

Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

- The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
- Unlawful sexual harassment may occur without economic injury to or discharge of the victim.
- The harasser's conduct must be unwelcome.

The Local Area will not tolerate sexual harassment of or by any of our employees, service providers, nor of or by any individuals seeking, or receiving services, through programs, projects, and activities funded through federal WIOA Title I funds.

Violation of this policy by an employee or service provider will subject the employee or service provider to disciplinary action, up to and including immediate termination or suspension from the program. Violation of this policy by an individual seeking or receiving services will subject the individual to disciplinary action, up to and including being exited from the Title I program and/or banned from the NCWorks Career Centers.

Service Providers must clearly communicate to employees that sexual harassment will not be tolerated. They can do so by taking immediate action when an employee or recipient of or applicant for WIOA Title I funded services complains and by following the Rivers East Local Area WIOA EO Complaint Policy.