



## BROWARD COUNTY POLICY ON SEXUAL HARASSMENT

It is the position of Broward County Government that sexual harassment is a form of misconduct that undermines the integrity of the employment relationship. Employees have the right to work in an environment free from all forms of prohibited discrimination that can be considered harassing, including sexual harassment. **No employee - either male or female - should be subjected to unsolicited and unwelcome sexual overtures or conduct, either verbal or physical.** Such conduct, whether committed by supervisors or non-supervisors, vendors, clients and members of the public is prohibited and will not be tolerated. Any employee engaging in harassing conduct will be subject to discipline, ranging from warning to termination. Non-employees engaging in harassing conduct will be addressed based on the County's control over and business relationship with the alleged harasser.

Sexual harassment is defined as any unwelcome, unwanted physical and verbal sexual advances, and/or requests for sexual favors, which is objectionable to the recipient, including, but not limited to, epithets, derogatory or suggestive comments, slurs, gestures, offensive posters, cartoons, pictures or drawings. It refers to behavior which is unwelcome, which is offensive, and which debilitates morale, and thereby interferes with work effectiveness. Actions that are not "sexual," but nonetheless create a hostile environment because of an individual's gender, are also strictly prohibited. This includes, but is not limited to, using derogatory language directed toward a person's gender, or engaging in conduct such as talking about sexual behavior or activities that would make someone feel uncomfortable. Sexual harassment does not refer to occasional compliments of a socially accepted nature.

In addition, no one should imply or threaten that an employee or applicant's "cooperation" of a sexual nature (or refusal thereof) will have an effect on the individual's employment, assignment, compensation, advancement, career development or any other term or condition of employment.

**What you should do if you are sexually harassed?** If you feel that you have been the recipient of sexually harassing behavior, by a supervisor, coworker or anyone doing business with Broward County, you should report it immediately to your supervisor, someone in your supervisory chain or contact the Office of Equal Opportunity (OEO), 115 S. Andrews Avenue, Suite A680, Fort Lauderdale, Florida or you may reach the office by calling 954-357-6500. If your supervisor is the source of the harassing conduct, report the behavior to that person's supervisor or to OEO. OEO will promptly investigate your complaint and take the appropriate steps necessary to remedy the situation.

**Retaliation is prohibited:** Broward County Government does not condone employment-based retaliation against anyone who brings a complaint of sexual harassment or who speaks as a witness in the investigation of a complaint of sexual harassment. Any person who feels they have been retaliated against for exercising their rights under this policy should report such actions to OEO immediately.



Roger J. Desjarlais  
County Administrator