



# City of Akron, Ohio

DONALD L. PLUSQUELLIC, MAYOR

## EXECUTIVE ORDER #6-2009

**TO: ALL CITY EMPLOYEES**

**RE: ANTI-HARASSMENT/SEXUAL HARASSMENT POLICY**

The City of Akron is committed to maintaining a work environment free of discrimination. In keeping with this commitment, the City will not tolerate sexual harassment of City employees by anyone, including any supervisor, co-worker, vendor, client, or customer of the City.

Harassment consists of conduct, whether verbal, physical, or visual, that is based upon a person's sex/gender, color, race, religion, national origin, age, disability, sexual orientation, ancestry, gender identity, military status or other protected group status. The Administration will not tolerate harassing conduct that affects tangible job benefits, that interferes with an individual's work performance, or that creates an intimidating, hostile, or offensive working environment.

Sexual harassment deserves special mention. Unwelcome sexual advances, requests for sexual favors, and other physical, verbal, or visual conduct based on sex constitute sexual harassment when (1) submission to the conduct is an explicit or implicit term or condition of employment, (2) submission to or rejection of the conduct is used as the basis for an employment decision, or (3) the conduct has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment may include, but is not limited to, explicit sexual propositions, sexual innuendo, sexually suggestive comments, sexually oriented kidding or teasing, practical jokes, jokes about gender-specific traits, sexually oriented language, gestures or displays of printed or visual material, and physical body contact.

Each City employee is responsible for helping to assure that harassment is avoided. If you feel that you have experienced harassment, you are to promptly notify your immediate supervisor or another manager or next level supervisor if your immediate supervisor is personally or directly involved in the harassment. You may also notify the Office of Labor Relations at extension 2280, or the Personnel Department at extension 2704. The City forbids retaliation against anyone who has reported harassment. Any employee who reports harassment and then experiences retaliation should notify the Office of Labor Relations or the Personnel Department.

The City's policy is to investigate all such complaints thoroughly and promptly in a confidential manner. If an investigation confirms that harassment has occurred, corrective and/or disciplinary action up to and including termination will be taken, as is appropriate.



Donald L. Plusquellic

MAYOR



July 1, 2009  
Date

Supersedes Executive Order #3-98 issued March 13, 1998