

Policy: Harassment/Sexual Harassment.

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SVCA will not tolerate harassment of any kind in the workplace. This includes sexual harassment. Sexual harassment may include, but is not limited to, unwelcome sexual attention, verbal abuse of a sexual nature, unnecessary touching, any display in the workplace of sexually suggestive objects or pictures, sexually explicit or offensive jokes or objects, and engaging in any sexually oriented conduct which unreasonably interferes with another's work performance or creates a work environment that is intimidating, hostile or offensive. SVCA specifically prohibits any employee, male or female, from harassing another employee by taking any of the following actions.

- (1) making unwelcome sexual advances or requests for sexual favors, or other verbal or physical conduct of a sexual nature, a condition of an employee's continued employment, **or**
- (2) making submission to or rejection of such conduct the basis for employment decisions affecting the employee, **or**
- (3) creating an intimidating, hostile or offensive working environment by such a conduct.