

RESOLUTION 87-09

BE IT RESOLVED BY THE COMMISSIONERS OF THE CITY OF BELLE MEADE, that the following shall be added to the Personnel Manual on page 11 of said manual:

It is the policy of the City of Belle Meade that all employees have a right to work in a discrimination free environment. This includes freedom from sexual harassment.

Sexual harassment of any employee of the City by any other employee or non-employee is absolutely prohibited and will not be tolerated.

Our policy regarding sexual harassment is as follows:

The City of Belle Meade absolutely prohibits sexual harassment of its employees in any form. SUCH CONDUCT MAY RESULT IN DISCIPLINARY ACTION UP TO AND INCLUDING DISMISSAL.

Specifically, no employee shall threaten or insinuate that an employee's refusal to submit to sexual advances will adversely affect the employee's employment, evaluation, wages, advancement, assigned duties, shifts, or any other condition of employment or career development.

Other sexually harassing conduct whether committed by employees or non-employees personnel is also strictly prohibited. This includes: offensive sexual flirtation and language, advances, propositions, verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, and the display of sexually suggestive objects or pictures.

This policy applies to all employees of the City of Belle Meade, including, but not limited to, full and part time employees, elected officials, permanent employees and temporary employees.

All employees who have complaints of sexual harassment should, in appropriate circumstances, report such conduct to the City Manager. Or if this is not appropriate, such conduct should be reported to the Mayor. Each allegation of sexual harassment will be thoroughly investigated, prompt appropriate action will be taken.

DATE OF ADOPTION:

9/9/87

Mayor Elizabeth C. Proctor

Vice Mayor T. Scott Fillebrown

Commissioners John W. Clay

Joan B. Coode
City Recorder Joan B. Coode