

## RESOLUTION NO. 02 08 25- 345

A RESOLUTION of the Board of Commissioners  
of Water District 125, King County, Washington  
adopting Anti – Harassment policy.

WHEREAS, the District desires to set forth a policy with respect  
to Anti Harassment.

BE IT RESOLVED by the Board of Commissioners of Water District  
125, King County as follows:

King County Water District 125 will not tolerate any form of harassment based upon an individual's age, race, color, creed, religion, sex, sexual orientation, national origin, disability, Vietnam Veteran status, or other protected class or characteristic established under applicable federal, state or local statute or ordinance by or against any employee, customer, vendor, independent contractor or other individual with whom our employees come into contact in connection with their employment with King County Water District 125 persons who engage in such harassment will subject to appropriate discipline up to and including termination of employment.

Sexual Harassment is a form of illegal sex discrimination. Sexual Harassment does not refer to occasional compliments of a socially acceptable nature. It refers to behavior that is unwelcome, personally offensive and which interferes with work effectiveness. The regulations of the Employment Opportunity Commission define unlawful sexual harassment as follows:

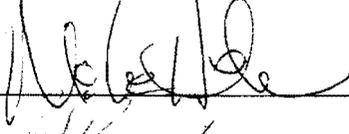
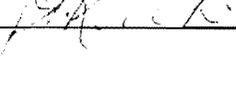
“Unwelcome sexual advances, request for sexual favors and other verbal or physical conduct of a sexual nature, whether by a male or female, constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment”. Examples of the conduct referred to in (3), if unwelcome, may include (but are not limited to): sexual bantering; off-color language or jokes, sexual flirtation, advances or proposition; requests for sexual favors; verbal abuse of a sexual nature; verbal commentaries about an individual's body; sexually-degrading words used to describe individuals; displays of sexually suggestive objects or pictures; and using sexually-oriented or degrading gestures or other non-verbal communications.”

Individuals who believe they have been subject to sexual harassment should immediately bring it to the attention of their supervisor or Superintendent. Similarly, if anyone has any question as to whether certain conduct is unlawful, harassment, that individual is encouraged to speak with either of the individuals mentioned above. This is particularly true when it comes to sexual harassment, where what is offensive to one person may be offensive to another. Consequently, it is important that you let your feelings be known.

Supervisors who receive complaints about harassment or who are made aware of conduct constituting harassment are immediately required to notify the Commissioners.

All complaints will be investigated promptly and the existence and nature of the complaint will be disclosed only to the extent necessary to make a prompt and thorough investigation or take appropriate corrective measures. In all cases, the person who initiated this procedure will be informed of the findings and disposition of the matter at the conclusion of the investigation. Further, management will ensure that there is no coercion, retaliation, intimidation, or harassment directed against any individual who registers a complaint or serves as witness on behalf of another employee.

ADOPTED at a regular open public meeting of the Board of Commissioners of Water District 125, King County, Washington, held of the 22<sup>nd</sup> of August 2002.

  
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