

Region Q Workforce Development Board

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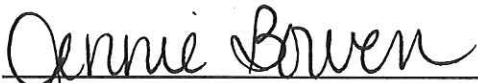
Region Q LA Issuance 2017-05

SUBJECT: Sexual Harassment Policy

PURPOSE: To replace Issuance 05-05 and reflect the change to WIOA.

ACTION: NCWorks Center staff, WIOA operators and other subrecipients are to adhere to the attached policy.

EFFECTIVE DATE: May 2, 2017



Jennie Bowen
Workforce Development Director

Serving: Beaufort County • Bertie County • Hertford County • Martin County • Pitt County

Mid-East Commission • Workforce Development Department
"Committed Equal Opportunity Employer/Programs"

Sexual Harrassement

Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment. Sexual harassment can occur in a variety of circumstances, including but not limited to the following: 1) the victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex. 2) the harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee. 3) the victim does not have to be the person harassed but could be anyone affected by the offensive conduct. 4) unlawful sexual harassment may occur without economic injury to or discharge of the victim. 5) the harasser's conduct must be unwelcome.

Region Q Local Area Sexual Harassment Policy

The Local Area will not tolerate sexual harassment of or by any of our employees, service providers, nor of or by any individuals seeking, or receiving services, through programs, projects, and activities funded through federal WIOA Title-I funds.

Violation of this policy by an employee will subject an employee to disciplinary action, up to and including immediate discharge.

Service Providers must clearly communicate to employees that sexual harassment will not be tolerated. They can do so by taking immediate and appropriate action when an employee or recipient of or applicant for WIOA Title I-funded services complains and by following the Region Q Local Area WIOA complaint or grievance process.