

### *Sexual Harassment*

It is imperative that all State employees be permitted a work atmosphere free from unwanted sexual harassment. Sexual harassment is unsolicited, deliberate or repeated sexually explicit derogatory statements, gestures or physical contacts which are objectionable to the recipient and which cause discomfort or humiliation. Such behavior will not be tolerated and is grounds for progressive disciplinary action. In some cases, sexual harassment constitutes unlawful sex discrimination for which legal remedies are available under Title VII of the Civil Rights Act of 1964, as amended.

In accordance with the Governor's Executive Order 05-01, a concerted commitment is made by State agencies to prevent discrimination and sexual harassment in all departments and agencies of Rhode Island State government.

Each State agency's Affirmative Action Plan publication includes policies and practices instituted to prevent discrimination and sexual harassment. This Plan is available for review at the respective human resources office.

