

STATE OF CONNECTICUT

CONNECTICUT SITING COUNCIL

Ten Franklin Square, New Britain, CT 06051

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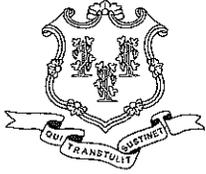
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SEXUAL HARASSMENT NARRATIVE

Sexual harassment is a particular type of sex discrimination. Like all sexual discrimination it is illegal. It violates standards of honesty and integrity and impartiality required of all sections of the Siting Council. It also interferes with and impedes work productivity.

Sexual harassment is defined as:

1. Any unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of sexual nature; or
2. Deliberate or repeated offensive comments, gestures, or physical contact of sexual nature in a work or work-related environment; or
3. Influencing, offering to influence, or threatening the career, pay, or job of another person in exchange for sexual favors.



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SEXUAL HARASSMENT POLICY STATEMENT

All personnel of the Siting Council have the responsibility for maintaining high standards of honesty, integrity, impartiality and conduct to assure proper performance and maintenance of public trust. Sexual harassment violates these standards, especially with regards to principles of equal opportunity, and specific acts of such misconduct will result in the severest of disciplinary action that can be taken.

Acts of sexual harassment are illegal and prohibited by the Civil Rights Act, Title VII as amended and Connecticut General Statutes 46a-60 as a discriminatory practice.

As the Executive Director of the Siting Council, I will under no circumstances tolerate any incidents of this type of behavior. Specifically, any supervisors who use implicit or explicit sexual behavior to control, influence, or affect the career; pay or job of an employee is engaging in sexual harassment. Similarly, any employee who makes deliberate or repeated offensive verbal comments, gestures, or physical contact of sexual nature in the work environment is also engaging in sexual harassment.

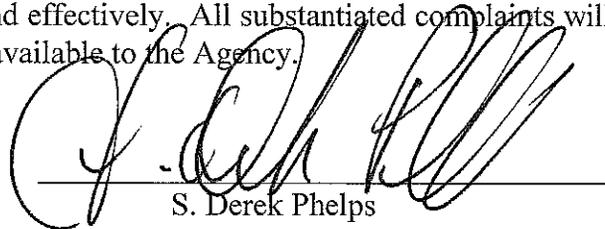
Individuals who are sexually harassed by supervisors, co-workers, or peers should make it clear that such behavior is offensive and report harassment to the appropriate source for examination of the matter and can take action necessary to ensure a work environment free of sexual harassment.

Sexual harassment is totally unacceptable conduct; it undermines the integrity of the employment relationship, debilitates morale, and interferes with the work productivity of the organization.

I shall expect every manager and supervisor to ensure that any instance of sexual harassment is dealt with swiftly, fairly, and effectively. All substantiated complaints will result in the strongest disciplinary action available to the Agency.

8/7/05

Date



S. Derek Phelps
Executive Director