STATE OF CONNECTICUT
OFFICE OF THE CHIEF MEDICAL EXAMINER
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ANTI-HARASSMENT POLICY

Purpose

The Office of Chief Medical Examiners (OCME) is committed to providing a work environment in which all people are treated with respect and dignity. All employees are expected to participate in this effort.

Prohibited Conduct

Federal and state law, including Title VII of the 1964f Civil Rights Act, 42 U.S.C §2000e-2(a)(1) and the Connecticut Fair Employment Practices Act, C.G.S. §46a-60 *et seq.*, prohibit various forms of discrimination and illegal harassment in employment.

OCME strictly prohibits harassment based on all legally protected classes, including race, color, ancestry, religious creed, age, sex (including pregnancy), transgender status, sexual orientation, gender identity or expression, national origin, marital status, learning disability, physical disability or blindness, present or past history of a mental disability, intellectual disability, genetic information, criminal record, political belief, and military or veteran status.
"Harassment" means any verbal, physical, graphic, or written conduct when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of employment;
- Submission to or rejection of such conduct by an individual is used as a basis for an employment decision affecting that individual; or,
- Such conduct interferes with another's work performance or creates an intimidating, offensive, or hostile work environment.

OCME shall not tolerate harassment on the basis of a protected class by anyone, including any supervisor, co-worker, vendor, client or customer, whether in the workplace, at assignments outside of the workplace, at OCME-sponsored social events or elsewhere.

Reporting Harassment Claimants

1. **Harassment Claimants** – If you believe that you are being harassed because of your protected class, you should immediately report the harassment to any one of the following:
   - Your Manager or Supervisor;
   - University of Connecticut Health Center's (UCHC) Office of Diversity and Equity (860) 679-3563; or
   - UCHC's Human Resources (860) 679-8067.

2. **Harassment Witnesses** – Any employee who witnesses harassment prohibited under this policy or becomes aware that another employee has been subjected to such harassment is also urged to immediately report the conduct via one of the avenues listed above.

3. **Supervisors and Managers** – Any supervisor or manager who receives a complaint about prohibited harassment or who believes that someone is engaging in such harassment are mandated to report it to Office of Diversity at (860) 679-3563 or Human Resources. Ignoring such conduct is not acceptable and may subject the supervisor or manager to disciplinary action.

No Retaliation

OCME strictly forbids retaliation against employees who report harassment or who participate in internal or external investigations of harassment. Agents of OCME shall not retaliate against, coerce, intimidate, threaten, harass, or interfere with any individual exercising or enjoying his or her rights under Federal or State law or because an individual aided or encouraged any other individual in the exercise of rights granted or protected by State or Federal law. All employees are strongly urged to report all instances of retaliation via one of the avenues listed above.

Investigating Complaints

OCME takes all complaints and reports of harassment seriously. All complaints and reports will be investigated promptly. All employees are expected to cooperate fully with all administrative complaint investigations and any actions taken by OCME as a result of such investigations.

Corrective Action

If an investigation confirms that harassment prohibited under this policy has occurred, OCME will take corrective action promptly. Discipline up to and including discharge from state service may be imposed.

James R. Gill, M.D.
Chief Medical Examiner

6/9/14
Date