



# State of Connecticut

## Police Officer Standards and Training Council Connecticut Police Academy



### POLICE OFFICER STANDARDS AND TRAINING COUNCIL

### SEXUAL HARASSMENT POLICY STATEMENT

Sexual harassment, a form of sex discrimination, will not be tolerated in this workplace. Sexual harassment is a violation of Section 703 of Title VII of the Civil Rights Act and Section 46a-60(a)(8) of the Connecticut General Statutes. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct 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 the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, offensive or uncomfortable working environment.

Examples of Sexual Harassment include: suggestive or lewd remarks, unwanted or uninvited hugs, touches, kisses, unwelcome sexual advances, requests for sexual favors, retaliation for complaining about sexual harassment; derogatory or pornographic posters, cartoons or drawings.

Remedies for Sexual Harassment may include: cease and desist orders, back pay, compensatory damages, hiring, promotion or reinstatement. Individuals who engage in acts of sexual harassment may also be subject to civil and criminal penalties.

In my role as Executive Director, I am fully committed to enforcing this policy, and will not tolerate any activities that fall within these parameters.

  
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THOMAS E. FLAHERTY, EXECUTIVE DIRECTOR

Date: MARCH 21, 2007