

TOWN OF AVON

SEXUAL HARASSMENT IS ILLEGAL AND IS STRICTLY PROHIBITED BY THE TOWN OF AVON

Sexual Harassment is any unwelcome sexual advance or request for sexual favors or any conduct of a sexual nature 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 or offensive working environment.

The Connecticut Discriminatory Employment Practices Act
(Section 46 a -60 (a) (8) of the Connecticut General Statutes)
and

Title VII of the Civil Rights Act of 1964
(42 United States Code Section 2000 e et seq.)

Examples of Sexual Harassment may include:

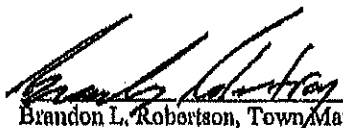
- Unwelcome sexual advances
- Unwelcome touching or physical contact of a sexual nature
- Demands for sexual favors
- Derogatory or sexual posters, pinups or cartoons
- Retaliation for complaining about Sexual Harassment

Town of Avon policy strictly prohibits Sexual Harassment. Individuals who engage in harassment will be disciplined and may be discharged.

If you feel you have been sexually harassed or have any information about Sexual Harassment at the Town of Avon, or if you have any questions or suggestions, contact:

Your immediate supervisor, or
Brandon Robertson, Town Manager,
Ann Dearstyne, Town Clerk, or
William F. Vernile, Director of Human Resources

Revised and Reaffirmed November 2010 by:


Brandon L. Robertson, Town Manager