



# BOARD POLICIES

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## SEXUAL HARASSMENT POLICY

Category: Personnel

Approved: December 14, 1988

It is the practice of Rocky River Public Library to maintain a service environment which is free of any overt or implied sexual harassment. This concern governs equally the behavior of all users of the library and all of its employees and volunteers. After full investigation of any reported harassment occurring on library property, suitable disciplinary action will be implemented. Such corrective measures will be taken by the Director and/or Board of Library Trustees in every instance in which sexual harassment is substantiated.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature. It should also be understood that sexual harassment as seriously inappropriate behavior includes any uninvited sexual teasing, joking, remarking, questioning, or sexually demeaning practice or display.

Sexual harassment is especially unwelcome since that conduct unreasonably and unfairly interferes with an individual's work performance or productive use of the library. Such harassment creates an intimidating, hostile, and offensive service environment. Accordingly, it will not be tolerated at the Rocky River Public Library.