



## Policy 207: Sexual Harassment

### POLICY

Our policy is to expressly prohibit sexual discrimination and harassment.

### Order 207:

Sexual harassment is defined by City policy in the Lakeville Policy Manual (Policy 6.19).

### Sexual Harassment Prohibited:

Sexual harassment of an employee or applicant for employment by an employee of the department is strictly prohibited.

Behavior which constitutes sexual harassment includes but is not limited to:

- Verbal harassment that is sexually oriented and considered unacceptable by another individual (epithets, derogatory remarks, slurs, jokes).
- Physical harassment (gestures, assault, impeding or blocking movement, or any physical interference with normal movement).
- Visual forms of harassment (sexually oriented posters, letters, poems, graphic cartoons, drawings).
- Requests for sexual favors or unwanted sexual advances.

### Reporting:

Any employee who believes they are being sexually harassed in any form, witnessed sexual harassment, or otherwise obtains knowledge of sexual harassment is encouraged to bring the matter to a supervisor or the Chief of Police.

- In the case of any alleged sexual harassment by a supervisor, the employee may report to the next higher rank level.
- All complaints will be investigated in a timely, thorough, and impartial manner.
- All claims and subsequent investigations shall be treated as confidentially as possible to protect the privacy of the concerned employee(s).
- No retaliation of any kind will occur as a result of good-faith reporting.

# Lakeville Police Department

## Policy Manual

### *Response to Reports of Sexual Assault*

#### Respectful Workplace:

- All employees, sworn, non-sworn, and Reserve officers, shall conform to the City's Respectful Workplace Policy, as applicable to their job function.