

PROHIBITED WORKPLACE HARASSMENT

It is the intent of the state of West Virginia to provide a work environment where illegal harassment based on sex (with or without sexual conduct), race, color, religion, national origin, ancestry, age, disability, and protected activity (i.e., opposition to prohibited discrimination or participation in the complaint process) or status explicitly defined as protected under applicable State and federal law as well as non-discriminatory hostile workplace harassment is prohibited.

Illegal harassment includes words, conduct, or action, usually repeated or persistent, directed at a specific person which annoys, alarms, or causes substantial emotional distress in that person and serves no legitimate purpose and is prohibited by State and federal anti-discrimination laws.

There are two legally recognized types of sexual harassment: Quid Pro Quo Sexual Harassment, and Hostile Work Environment Sexual Harassment. Such harassment involves verbal and/or physical conduct which includes, but is not limited to: sexually-explicit or implicit propositions; improper questions about an individual's private life; sexually discriminatory ridicule, insults, jokes, or drawings; undesired, intentional touching such as embracing, patting, or pinching; remarks directed against one's sex as a class or group; threat of rape, or attempted or actual sexual assault; repeated sexually-explicit or implicit comments or obscene or suggestive remarks that are objectionable or discomforting to the individual; offers of employment benefits in exchange for sexual favors, or threats or reprisals for negative responses to sexual advances; and/or sexual harassment by a supervisor of an individual of the same sex.

If you have been the victim of prohibited workplace harassment acts, tell the harasser their behavior is offensive and unwanted. You can go to your instructor, business agent, or the WV Human Rights Commission for help.

Any participant who feels that he or she is a victim of such harassment, or anyone who observes a participant being harassed should immediately report the matter. Any reports will be promptly investigated.

Participant Signature

Date

WIOA Case Manager Signature

Date