

# HUMAN RELATIONS

## Chapter 7.

### **HUMAN RELATIONS\***

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\*Cross references: Administration, ch. 2.

HUMAN RELATIONS

ARTICLE I. IN GENERAL

Secs. 7-1--7-30. Reserved.

ARTICLE II. HARASSMENT

Sec. 7-31. Definitions.

The applicable definitions in Wis. Stats. §111.32 shall apply in this article.

Cross references: Definitions generally, § 1-2.

Sec. 7-32. Policy Statement.

- (a) The most productive and satisfying work environment is one in which work is accomplished in a spirit of mutual trust and respect. Harassment is a form of discrimination which is offensive, impairs morale, undermines the integrity of employment relationships and causes serious harm to the productivity, efficiency and stability of our organization.
- (b) All employees have a right to work in an environment free from discrimination and harassing conduct, including sexual harassment. Harassment on the basis of an employee's race, color, creed, ancestry, national origin, age (40 and over), disability, sex, arrest conviction record, marital status, sexual orientation, membership in the military reserve or use or nonuse of lawful products away from work is expressly prohibited under this policy. Harassment based upon any of these bases is also illegal under Wis. Stats. §§111.31--111.395.
- (b) The policy in this section will be issued to all current employees during orientation.

(Res. of 11-24-1998)

Sec. 7-33. Recognizing Harassment.

- (a) Harassment may be subtle, manipulative and is not always

evident. It does not refer to occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome and is personally offensive. All forms of gender harassment are covered. Men can be sexually harassed; men can harass men; women can harass other women. Offenders may be managers, supervisors, coworkers and nonemployees such as clients or vendors. Some examples of harassment are as follows:

- (1) *Verbal.* Jokes; insults and innuendoes, based on race, sex, age, disability, etc.; degrading sexual remarks, referring to someone as a stud, hunk or babe; whistling; cat calls; comments on a person's body or sex life; or pressures for sexual favors.
- (2) *Nonverbal.* Gestures, staring, touching, hugging, patting, blocking a person's movement, standing too close, brushing against a person's body or display of sexually suggestive or degrading pictures, racist or other derogatory cartoons, drawings or electronic communications.
- (b) Harassment on any basis, race, sex, age, disability, etc., exists whenever:
  - (1) Submission to harassing conduct is made, either explicitly or implicitly, a term or condition of an individual's employment.
  - (2) Submission to or rejection of such conduct is used as the basis for an employment decision affecting any individual.
  - (3) The conduct interferes with an employee's work or creates an intimidating, hostile or offensive work environment.

