

D. EQUAL EMPLOYMENT OPPORTUNITY AND HARASSMENT

Title VII of the Civil Rights Act of 1964 makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, or sex. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. Similar provisions under Louisiana state law can be found under Louisiana Revised Statutes Title 23, Chapter 3-a (La.R.S. 42:342B.(5)).

It is the policy of the Greater Lafourche Port Commission to provide equal employment opportunity to all employees and applicants for employment without regard to race, color, religion, sex, age, national origin, physical or mental disability or status as a Vietnam Veteran in accordance with federal, state, and local laws. This policy applies to, but is not limited to hiring, placement, promotion, termination, layoff, transfer, leave of absence, compensation, and training.

In support of this policy, the Greater Lafourche Port Commission prohibits any form of employee harassment. Improper interference with the ability of employees to perform their expected job duties will not be tolerated.

Unwelcome sexual advances, requests for sexual favors, and other verbal, physical, or inappropriate conduct of a sexual nature constitute sexual harassment when the conduct explicitly or implicitly affects an individual's employment or the holding of office, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment and shall not be tolerated (La.R.S. 42:342B.(1)). The Greater Lafourche Port Commission considers all of the foregoing as inappropriate conduct (La.R.S. 42:342B.(2)).

Some examples of such inappropriate conduct are

1. Verbal harassment, such as forcefully criticizing, insulting or denouncing another individual.
2. Physical harassment, such as assault or physical interference with normal work or movement when directed at any individual.
3. Sexual harassment, such as making unwelcomed sexual advances or requests for sexual favors; determining an employment decision on the submission or rejection of sexual conduct or sexual favors; creating an offensive or hostile working environment resulting from such conduct.
4. Retaliation for having reported or threatened to report harassment.

If an employee believes he has experienced any job-related harassment, he may file a complaint by following the Greater Lafourche Port Commission's Grievance Resolution Procedure (La.R.S. 42:342B.(3)).

Retaliation against an individual for filing a complaint or testifying or participating in any way in an investigation or other proceeding involving a complaint of sexual harassment is strictly prohibited (La.R.S. 42:342B.(4)).

Employees and Commissioners shall annually complete the education and training on sexual harassment required under La.R.S. 42:343 and submit a completion certificate to the Human Resources Analyst each calendar year.

GREATER LAFOURCHE PORT COMMISSION
SEXUAL HARASSMENT POLICY ATTEST FORM

I _____ do hereby attest and affirm that I have fully read and understand the provisions of the Greater Lafourche Port Commission's Equal Opportunity Employment and Harassment Policy and the Greater Lafourche Port Commission's Employee Grievance Resolution Procedure.

Signed _____ Date _____