

**SEXUAL HARASSMENT**

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**PURPOSE**

To establish guidelines for the reporting, confidentiality and investigation of sexual harassment in the workplace.

**BACKGROUND**

The Sleepy Hollow Police Department believes in the dignity of the individual and recognizes the rights of all people to equal opportunities. In this regard, the Village has had a longstanding policy of protecting and safeguarding the rights and opportunities of all people to seek, obtain and hold employment with subjugation to sexual harassment or discrimination of any kind in the workplace.

**POLICY**

As with discrimination involving race, color, religion, age, disability and national origin, the Village of Sleepy Hollow prohibits sex discrimination, including sexual harassment of its employees in any form. The Department will take all steps necessary to prevent and stop the occurrence of sexual harassment in the workplace. The accompanying Complaint Procedure is intended to provide an effective mechanism for reporting and resolving promptly, complaints of sexual harassment, without any risk or repercussion to a complaining employee for filing a complaint of sexual harassment in good faith.