

## RESOLUTION 2017- 21

### NON-HARASSMENT POLICY

WHEREAS, Martin County recognizes that it is essential to provide a safe and non-threatening work environment for its employees; and

NOW, THEREFORE, BE IT RESOLVED, Martin County hereby adopts the following Non-Harassment Policy;

Martin County is dedicated to providing a work environment that ensures that each employee is treated with respect and dignity, and afforded equitable treatment. Martin County is committed to promoting a work environment that is conducive to a professional atmosphere, and promotes equality of opportunity. Martin County will not tolerate any form of harassment and is committed to taking all necessary steps to ensure that employees are not subject to harassment. Martin County will not tolerate any form of harassment, discrimination or bullying in its workplace. Harassment involves subjecting people to unwelcome or uninvited attention that intimidates humiliates or offends. Harassment includes, but is not limited to, the direct or indirect use of:

- Language or visual material of a sexual, sexist, homophobic or racist nature;
- Unacceptable physical contact;
- Quid Pro Quo
- Hostility against, or bringing into contempt or ridicule, an employee on the grounds of religion, sex, race, color, ethnic or national origins or any other ground specifically prescribed by state or federal law.

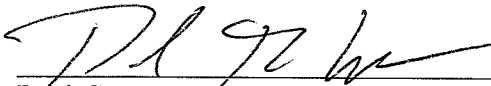
Discrimination involves treating people differently due to race, color, ethnic origin, religion, age gender, disability, sexual preference, gender identity, pregnancy, family responsibilities or any other attribute specified by anti-discrimination legislation.

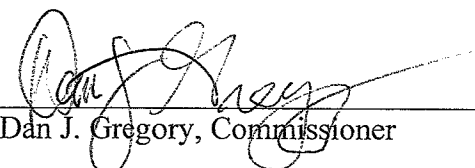
Bullying is any form of unwelcome or uninvited behavior that intimidates, humiliates or offends an employee and generally takes the form of one or more of the overtly aggressive behaviors:

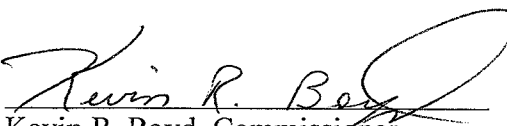
- Abusive, insulting or offensive language;
- Criticism delivered by yelling and screaming;
- Inappropriate comments about a person's appearance, lifestyle or family;
- Teasing or regularly making someone the brunt of practical and oral jokes;
- Interfering with personal effects and or work equipment;
- Overloading a person with work and setting unreasonable or difficult time lines

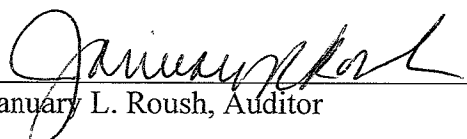
If the Board of Commissioners determines it to be warranted, violation of this policy will be grounds for disciplinary action, up to and including termination.

Adopted this 7th day of November, 2017.

  
Paul George, President

  
Dan J. Gregory, Commissioner

  
Kevin R. Boyd, Commissioner

Attest:   
January L. Roush, Auditor