

#39 TOWN OF LUNENBURG POLICY

EMPLOYMENT RELATED SEXUAL HARASSMENT

Policy Statement

1. The Town of Lunenburg ("Town") is committed to provide a working environment in which all individuals are treated with respect and dignity. Each individual has the right to work in an atmosphere which promotes equal opportunities and prohibits discriminatory practices.

Sexual harassment is prohibited in Nova Scotia by the Human Rights Act, RSNS 1989, c. 214 (the "Act") and is illegal.

Sexual harassment is offensive, degrading and threatening. The Town has adopted this policy to make clear that sexual harassment will not be tolerated by the Town. Individuals found to be engaged in conduct constituting sexual harassment may be disciplined, including dismissal.

2. This policy applies to all those working, full or part time, for the Town and all officers and elected officials of the Town. The Town will not tolerate sexual harassment whether engaged in by fellow employees, supervisors, officers or elected officials.

The Town encourages reporting of all incidents of sexual harassment, regardless of who the offender may be.

3. Notwithstanding the existence of this policy, every person continues to have the right to seek assistance from the Nova Scotia Human Rights Commission, even when steps are being taken under this policy.