including physical, verbal, or written conduct, that

prohibited harassment" means unwelcome conduct,

and Sexual Orientation (including but not limited to
its orientation, gender identity, or gender expression)

A resolution setting a policy to prohibit

vocal, or other practices, other than

protected by law.

characteristics (such as language, accent, or manner of

an individual's race, color, or religion, or because

National origin harassment" means harassment

e. Single, divorced, separated, or widowed,

because an individual is a parent or non-parent, married,

m. Gender harassment" means harassment because of an

by alcohol.

Individuals with disabilities use or due to use of

"Disability" harassment means harassment because

p. Individual is 40 years of age or older,

h. "Age harassment" means harassment because in

a. The following definitions shall be governed by applicable law,

B. Definitions,

Investigation

be taken when determined to be warranted based on the

underwritten, and elected and appointed college staff action will

effects, and complaints of prohibited harassment will be

permission, will not be full-time, a formal investigation of all

are directed to work in an environment free of prohibited

I. If it is the Town of Hot Sulphur Springs policy that all employees

A. Introduction

HARASSMENT IN THE WORK ENVIRONMENT.

RESOLUTION 2008-01

TOWN OF HOT SULPHUR SPRINGS
Procedures

because of an individual’s sexual orientation.

Sexual orientation harassment means harassment because of an individual’s sexual orientation.

... [redacted]

Faith-based organizations with the strength of religious beliefs and values which bear on...
DATE: January 17, 2008

RESOLVED BY THE BOARD OF TRUSTEES OF THE TOWN OF HOT SPRINGS SPGS.

1. Any employee who believes that he or she is being subjected to prohibited harassment should inform the person responsible for prohibited harassment. If the conduct is in violation of this policy, it will be investigated.

2. The employee shall inform the Mayor of Hot Springs Springs of the incident.

3. The employee shall report the incident to the Mayor of Hot Springs Springs. The Mayor of Hot Springs Springs shall provide the employee with a copy of this policy and the grievance procedure.

4. No employee shall be subjected to a reprisal as a result of making such a notification.

5. Upon notification under Paragraph 2 above, an investigation will be conducted. The results of the investigation will be notified to the employee.

6. If the report is not justified, the employee shall be notified and any employee's complaint handled in a confidential manner.

7. If it is determined that any employee's complaint is not justified, the employee shall be notified.

8. No employee shall make a false report of prohibited harassment.

RECOMMENDATION: The action may include verbal or written correction and/or disciplinary action as the Appropriate supervisor deems necessary, and the employee shall be subject to the Appropriate correction and/or disciplinary action as the Appropriate supervisor deems necessary.