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Anti-Harassment

Fallbrook Regional Health District (“FRHD”) is committed to providing a work environment free of harassment, disrespectful or other unprofessional conduct. FRHD prohibits conduct that is disrespectful, unprofessional as well as harassment based on sex (including pregnancy, childbirth, breastfeeding or related medical conditions), race, religion (including religious dress and grooming practices), color, gender (including gender identity and gender expression), national origin or ancestry, physical or mental disability, medical condition, genetic information, marital status, registered domestic partner status, age, sexual orientation or any other basis protected by federal, state or local law or ordinance or regulation. **All such conduct violates FRHD policy.** This anti-harassment policy applies to all persons involved in the operation of FRHD and prohibits harassment, disrespectful or unprofessional conduct by any FRHD employee, including supervisors and managers, as well as vendors, customers, independent contractors and any other persons. It also prohibits harassment, disrespectful or unprofessional conduct based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics.

Prohibited harassment, disrespectful or unprofessional conduct includes, but is not limited to, the following behavior:

- Verbal conduct such as epithets, derogatory jokes or comments, slurs or unwanted sexual advances, invitations or comments;
- Visual displays such as derogatory and/or sexually-oriented posters, photography, cartoons, drawings or gestures;
- Physical conduct including assault, unwanted touching, intentionally blocking normal movement or interfering with work because of sex, race or any other protected basis;
- Threats and demands to submit to sexual requests as a condition of continued employment, or to avoid some other loss and offers of employment benefits in return for sexual favors;
- Retaliation for reporting or threatening to report harassment; and
- Communication via electronic media of any type that includes any conduct that is prohibited by state and/or federal law, or by FRHD policy.

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If you believe that you have been the subject of harassment or other prohibited conduct, bring your complaint to the Chief Executive Officer as soon as possible after the incident. If your complaint involves the Chief Executive Officer, you may instead notify the Board President and District legal counsel. You will be asked to provide details of the incident or incidents, names of individuals involved and names of any witnesses. It would be best to communicate your complaint in writing, but this is not mandatory. The Chief Executive Officer will refer all complaints involving harassment or other prohibited conduct to an investigative officer,. FRHD will immediately undertake an effective, thorough and objective investigation of the allegations.

If FRHD determines that harassment or other prohibited conduct has occurred, effective remedial action will be taken in accordance with the circumstances involved. Any employee determined by FRHD to be responsible for harassment or other prohibited conduct will be subject to appropriate disciplinary action, up to, and including termination. A FRHD representative will advise all parties concerned of the results of the investigation. FRHD will not retaliate against you for filing a complaint and will not tolerate or permit retaliation by management, employees or co-workers.

FRHD encourages all employees to report any incidents of harassment or other prohibited conduct forbidden by this policy **immediately** so that complaints can be quickly and fairly resolved. You also should be aware that the Federal Equal Employment Opportunity Commission and the California Department of Fair Employment and Housing investigate and prosecute complaints of prohibited harassment in employment. If you think you have been harassed or that you have been retaliated against for resisting or complaining, you may file a complaint with the appropriate agency. The nearest office is listed in the telephone book.