

# SEXUAL HARASSMENT STATEMENT

The City of McAllen prohibits sexual harassment in any form by any employee. Such conduct may result in disciplinary action up to and including termination.

For purposes of this policy, sexual harassment is defined as any unwelcome advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting an individual, or (3) such conduct has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment. Specifically, no person shall, and no person has the authority to, imply or state, either directly or indirectly, to any individual, that an individual's refusal to submit to sexual advances will adversely affect any term or condition of a person's employment status (e.g. continued employment, compensation, etc.). Moreover, no supervisory or management employee shall or has the authority to promise or suggest, either directly or indirectly, that a person's submission to sexual advances will result in improvement in any term or condition of employment.

The City's policy prohibits inappropriate behavior and/or offensive conduct in the workplace. Other sexually harassing behavior, regardless of how conducted or communicated, even if done in the guise of humor or horseplay, also is prohibited. Such behavior includes, but is not limited to, verbal abuse of a sexual nature (e.g. cat calls, sexual/sexist jokes, comments regarding a person's attire, body or reputation); offensive touching (e.g. brushing, grabbing, pinching); propositions; offensive sexual flirtations: displaying lewd or graphic material; or displaying or discussing materials pertaining to males or females in a demeaning manner.

Retaliation against any individual who makes a complaint of sexual harassment or cooperates in an investigation of such a complaint is strictly prohibited. The City of McAllen promotes a professional work environment where effective work relationships among employees must be based upon mutual respect and professional courtesies.

**To report sexual harassment, please contact the Human Resources Director at (956) 681-1045.**



**City of McAllen**

**Department of Human Resources**

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