As with discrimination involving race, color, religion, age, sexual orientation, disability and national origin, the Dix Hills Fire Department prohibits sex discrimination including sexual harassment to members of this department.

DEFINITIONS OF SEXUAL HARASSMENT

1. Sexual advances that are not welcome, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:
   A) Submission of such conduct is made either explicitly or implicitly a term or condition of an individuals employment.
   B) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions, such as promotion, transfer, or termination, affecting such individual.
   C) Such conduct has the purpose or effect of unreasonably interfering with an individuals work performance or creating an intimidating, hostile or offensive working environment.
2. Sexual harassment refers to behavior that is not welcome, that is personally offensive, that fails to respect the rights of others, that lowers morale and that, therefore, interferes with an employee's work performance and effectiveness or creates an intimidating, hostile or offensive working environment.
3. Specific forms of behavior that are considered harassment include, but at not limited to, the following:
   A) *VERBAL*
      i. Abusive verbal language related to an employees sex, including innuendoes, slurs, suggestive or derogatory or insulting comments or sounds, whistling, jokes of a sexual nature, sexual propositions and threats.
      ii. Sexually oriented comments about an employee's body that are unwelcome and/or unreasonably interfere with an employee's work performance or create an intimidating, hostile or defensive working environment. Any sexual advance that is unwelcome or any demand for sexual favors.
   B) *NON-VERBAL*
      i. Abusive written language, showing or displaying pornographic or sexually explicit objects or pictures, graphic commentaries, leering, or obscene gestures in the workplace such that it unreasonably interferes with an employee's work performance or creates an intimidating, hostile or offensive working environment.
   C) *PHYSICAL*
      i. Physical contact that is not welcome, including touching, petting, pinching, coerced sexual intercourse, assault or persistent brushing up against a person's body.