

Name: _____

Date: _____

AUGUST ROLL CALL TRAINING

High Risk Critical Task / Sexual Harassment, Discrimination, Misconduct

1. All law enforcement agencies must have a policy prohibiting **Sexual Harassment** and **Sexual Discrimination** in all forms. The policy must provide employees with more than one mechanism for reporting and resolving allegations of sexual harassment and discrimination.

Sexual Harassment includes any unwelcomed sexual advances, requests for sexual favors and other verbal or physical conduct when:

- a. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment.
 - b. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or;
 - c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. Examples include **Non-Physical**: Pressure for dates, sexual jokes, teasing. **Physical/Non-Physical Intimidation**: Sexual favors, touching, pinching, blocking/cornering, sending materials of sexual nature. **Physical Bodily Harm**: Sexual assault.
 - d. Supervisors and all employees have an obligation to provide a work environment free of all harassment. This includes taking steps to ensure that the agency is in a position to control prohibited harassment whether it is done by supervisors, co-workers, or non-employees (such as vendors working with the agency or supplying services). All employees within the agency have an obligation to promptly report violations of this policy. This would include sexual harassment, sexual discrimination or indicators of a hostile, offensive work environment that the employee experiences, witnesses, or otherwise has knowledge of.
2. **SEXUAL MISCONDUCT**: Law enforcement officers are empowered with authority by their government to protect the public from criminal activity. When an officer abuses this authority for sexual purposes, and violates another person, the officer not only commits a crime against the victim but damages the credibility and trust of the entire law enforcement community with the public. All officers should be cautioned that any violation of the public trust involving **sexual misconduct** will result in dire consequences including prosecution to the fullest extent possible.

Question: According to departmental policy who has an obligation to report sexual harassment/discrimination/misconduct?

- A. Department Heads
- B. Unit Supervisors
- C. Victims
- D. All Employees

Answer: **D**

All employees within the agency have an obligation to promptly report violations of the policy. This would include sexual harassment/discrimination/misconduct.