

ADOPTED BY THE BOARD OF PUBLIC WORKS ON JUNE 20, 2007

TO ALL EMPLOYEES OF THE DEPARTMENT OF PUBLIC WORKS

SUBJECT: SEXUAL HARASSMENT AND SEXUAL ORIENTATION
DISCRIMINATION

The Board of Public Works regards sexual harassment and discrimination based upon sexual orientation and gender identity or expression as unacceptable, and will not condone or tolerate them in any form. It is devastating to its victims, negatively impacts workplace relationships and employee morale, lowers productivity, and increases costs for the City.

The Board also recognizes that complaints alleging sexual harassment and discrimination based upon sexual orientation and gender identity or expression need to be treated more sensitively than other forms of discrimination.