

H Harassment

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Policy Type: Team Member Conduct
Policy Reference Number: C-4
Department Approval: Approved
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Body:

Purpose:

To provide every Sycuan team member a work environment free from discrimination and harassment

Policy:

The Sycuan Band of the Kumeyaay Nation is committed to providing a work environment free from discrimination and harassment. In keeping with this commitment, Sycuan forbids the harassment of any team member by any other team member or other person(s). Sycuan will not tolerate violations of this policy, and anyone engaging in conduct that violates this policy is acting beyond the scope of any authority he or she may have from Sycuan.

Harassing conduct may be overt or subtle. Behavior which is appropriate in a social setting may not be acceptable in the workplace. Prohibited harassment in any form, including verbal, physical, or visual conduct, threats, demands, or other behavior that creates an intimidating, offensive, or hostile working environment or that interferes with work performance will not be tolerated. Likewise, no team member shall be subjected to retaliation or adverse treatment of any nature because he or she complains of harassment or participates in the investigation of allegations of harassment. Prohibited harassment includes, but is not limited to sexual harassment, ethnic slurs and jokes, unwelcome comments related to race, color, religion, ancestry, national origin, sexual orientation, age, citizenship, veteran status, physical or mental disability, or any other immutable characteristic or protected status.

Any team member who is found to have violated this policy will be disciplined, up to and including termination.

Examples of Prohibited Behavior:

- Verbal conduct such as epithets, derogatory comments, slurs, unwanted sexual advances, invitations, or comments
- Visual conduct such as derogatory posters, photography, cartoons, drawings, or gestures
- Physical conduct such as unwanted touching, blocking normal movement, or interfering with work because of the person's sex, race, or any other protected status
- Threats or demands to submit to sexual requests in order to keep ones job or avoid some other loss, or offers of job benefits in return for sexual favors
- Retaliation for having reported, threatening to report, or otherwise participating in an investigation of violations of this policy

Reporting Incidents of Harassment:

Any team member who believes he or she has been harassed by a co-worker, supervisor, guest, or vendor should immediately report the incident to his or her supervisor, manager, or the Human Resources Department. Supervisors and managers must immediately report any suspected incidents of harassment to the Human Resources Department. All claims will be investigated promptly, with information limited to those persons who have a legitimate need to know. There will be no reprisals against team members who either report incidents or participate in the investigation of claimed violations of this policy.