

HARASSMENT



AUTHORITY: Section 703 of Title VII* of the Civil Rights Act of 1964, as amended, among others

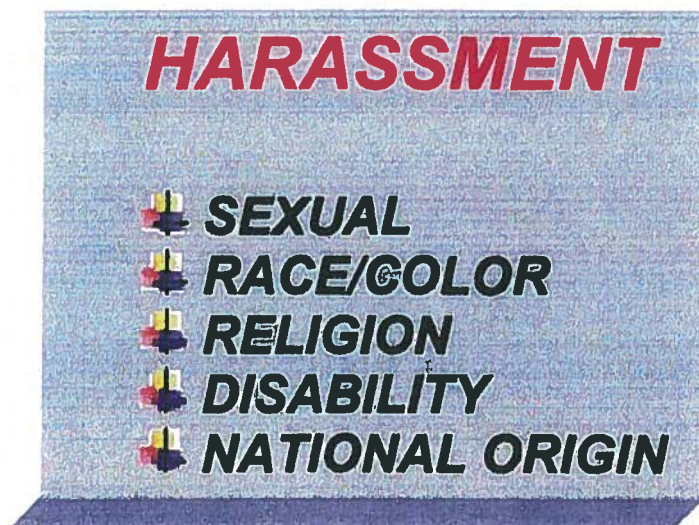
* Principles apply to sexual harassment and/or harassment based on race, color, religion, disability, or national origin (including Limited English Proficiency).

SEXUAL HARASSMENT CONSTITUTES: (for example)

1. Unwelcome sexual advances
2. Requests for sexual favor/s
3. Other verbal or physical conduct of a sexual nature, including jokes
and is unlawful when:
 - a. Submission is made, either explicitly or implicitly, a term or condition of employment or DHS services
 - b. Submission to or rejection of such conduct is used as the basis for employment or benefits decisions affecting an individual; or
 - c. Such conduct has the purpose or effect of unreasonably interfering with work performance or services or creating an intimidating, hostile, or offensive DHS working or service environment

If you encounter harassment of any type (including bullying).....

CONTACT THE CIVIL RIGHTS COMPLIANCE OFFICE at:



State of Hawaii
Department of Human Services
Personnel Office

Civil Rights Compliance Staff
P. O. Box 339
Honolulu, HI 96809-0339

Phone: (808) 586-4955
7:45 a.m.-- 4:30 p.m.
Monday Through Friday