

UNLAWFUL WORKPLACE HARASSMENT POLICY

ALLIANCE FOR HEALTH IN CLEVELAND COUNTY, INC.

Approved: August 24, 2004

Reviewed:

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Unlawful workplace harassment, either in speech or conduct, is a violation of Title VII of the Civil Rights Act of 1964. It is the intent of the Alliance for Health in Cleveland County, Inc. to maintain a workplace free of unlawful workplace harassment from any source. This policy affirms the Alliance's refusal to tolerate workplace harassment, informs employees, officers, directors, and volunteers of performance expectations, guidelines and possible penalties related to workplace harassment, and provides procedures for individuals who believe they currently or in the past have been harassed to follow.

Unlawful workplace harassment is unwelcome or unsolicited speech or conduct based upon race, gender, creed, religion, national origin, age, disability or sexual orientation.

This unlawful workplace harassment policy applies to all officers, directors, employees, agents, and committee of the Alliance for Health in Cleveland County, Inc. Any individual who believes that he or she is being subjected to unlawful workplace harassment may complain in writing to the Executive Director or the Chair of the Board of Directors of the Alliance for Health in Cleveland County, Inc. An investigation into complaints may be conducted by the Executive Director and the Chair of the Board of Directors in concert with the Personnel Committee of the Board with reasonable expectation of resolution. Confidentiality will be maintained for all parties involved.