

LA PLATA ELECTRIC ASSOCIATION, INC.  
DURANGO, COLORADO

**Board of Directors Policy**

Subject: <b>Sexual Harassment</b>			Policy No: <b>415</b>
Original Issue: 8/19/92	Last Revised: 2/15/06	Last Reviewed: 2/15/06	Page 1 of 2

I. OBJECTIVE

To stress the organization's strong opposition to sexual harassment and identify the complaint procedures available to victims, as well as the disciplinary penalties that could be imposed for sexually harassing conduct or behavior.

II. POLICY

- A. It is illegal and against La Plata Electric Association's (LPEA) policy for any worker, male or female, to harass another worker by: making unwelcome sexual advances or favors or other verbal or physical conduct of a sexual nature a condition of any worker's employment; using a worker's submission to or rejection of such conduct as the basis for or as a factor in any employment decision affecting the individual; or otherwise creating an intimidating, hostile, or offensive working environment by such conduct.
- B. The creation of an intimidating, hostile, or offensive working environment may include such actions as persistent comments on a worker's sexual preferences or the display of obscene or sexually oriented photographs or drawings. However, conduct or actions that arise out of a personal or social relationship and that are not intended to have a discriminatory employment effect may not be viewed as harassment. LPEA will determine whether such conduct constitutes sexual harassment, based on a review of the facts and circumstances of each situation.
- C. LPEA will not condone any sexual harassment of its employees. All workers, including supervisors and managers, will be subject to severe discipline, up to and including discharge, for any act of sexual harassment they commit.
- D. Employees who feel victimized by sexual harassment should report the harassment to their supervisor immediately. If the worker's immediate supervisor is the source of the alleged harassment, the employee should report the problem to the supervisor's superior or to the Human Resource Director.

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III. RESPONSIBILITY

- A. Supervisors and managers who receive a sexual harassment complaint shall cause an investigation into the matter, questioning all employees who may have knowledge of either the incident in question or similar problems. Both the complaint and the investigative steps and findings will be documented as thoroughly as possible.
- B. Employees who are dissatisfied with the resolution of a sexual harassment complaint may file a complaint to the department manager or the Chief Executive Officer. No employee shall be subject to any form of retaliation or discipline for pursuing a factual sexual harassment complaint.

February 15, 2006  
Date

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Secretary