

RESOLUTION NO. K-2003

WHEREAS, the Borough of Northumberland affirms its commitment to nondiscrimination in employment; and

WHEREAS, the Borough further acknowledges its obligation pursuant to the rules and regulations promulgated by United States Equal Opportunity Commission and the Pennsylvania Human Relations Commission to provide for and maintain a working environment among its employees and volunteers that is free of sexual harassment and/or intimidation; and

WHEREAS, harassment on the basis of sex is a violation of both Section 303 of Title VII of the Civil Rights Act of 1964 and Section 5 (a) of the Pennsylvania Human Relations Act of 1955, and as subsequently amended in both instances; and

WHEREAS, the Borough is desirous of establishing a policy to address the issue of sexual harassment and/or intimidation.

**NOW THEREFORE, BE IT ENACTED AND ORDAINED** by the Borough Council of the Borough of Northumberland, and it is hereby enacted and ordained by the authority of the same as follows:

1. Sexual harassment and intimidation shall be defined to include, but not be limited to, any unwelcome sexual advance, request for sexual favors, or any other verbal or physical conduct of a sexual nature that explicitly or implicitly involves an employment situation or creates an intimidating, hostile, degrading or offensive work environment.

2. The Sexual harassment of any employee of the Borough by any of its staff, employees, agents or volunteers, whether they be of the same or opposite sex will not be tolerated.

3. Allegations of any sexual harassment or intimidation will be thoroughly investigated and any person accused of such conduct will be given an opportunity to respond to the allegation.

4. Any employee, male or female, who believes that he or she has been subjected to sexual harassment, shall report all incidents of such conduct in writing to the Chairman of the Personnel Committee of the Borough Council,

who, with the other members of the committee will conduct an investigation and report to the entire Borough Council of their findings.

5. Any employee or staff member who has been found to engage in an act or acts of sexual harassment and/or intimidation shall be subject to disciplinary action which, depending upon severity, may consist of a written reprimand, suspension or permanent dismissal.

6. Nothing in this resolution is intended to modify or in any way affect the benefits afforded an employee pursuant to the terms of any prevailing union contract.

7. Any resolutions or parties thereof contrary to the contents of this resolution are hereby repealed.

8. This Resolution shall be effective thirty (30) days from the date of its adoption.

**ENACTED AND ORDAINED** into an Resolution this 15<sup>th</sup> day of

July, 2003.

ATTEST:

BOROUGH OF NORTHUMBERLAND

Janice R. Bowman  
Secretary

BY: [Signature]  
President of Council

Approved this 15<sup>th</sup> day of July, 2003.

Gretchen H. Brosius  
Mayor