

UNLAWFUL WORKPLACE HARASSMENT POLICY - SUMMARY OF REVISIONS

- 12-1-80 Sexual Harassment Policy adopted.
- 4-1-83 Expands the State's definition of sexual harassment so that the definition can be in conformity with the Federal Guidelines.
- 8-1-95 New policy on workplace violence.
- 12-10-98 Policy developed to conform to legislation. Also incorporated Sexual Harassment Policy into the Unlawful Workplace Harassment Policy.
- 8-19-99 Removed the phrase "in any form" from the first sentence of the purpose statement.
 In the Definition section, (a) redefined the term retaliation to read "adverse treatment" as opposed to "adverse action" and (b) added the word "alleged" to the third advisory note.
 In the Grievance Procedures and Appeals section, (a) added the following sentence to item number 2, "The employing agency shall provide a written response to the grievant when the agency has determined what action, if any, will result from the grievant's written complaint", and (b) in item number 3, changed "within 30 days" to read "within 30 calendar days".
 In the Reporting section, added the second and third paragraphs.
 In the Prevention Plan section (a) added the phrase "or policies and procedures to comply with and implement the law and rules pertaining to unlawful workplace harassment" to the first sentence and the phrase "policies and procedures" to the second sentence, (b) modified item number 4 (b) to read "grievant right to bypass any step in the applicable agency procedure involving review of or decisions by the alleged harasser", and (c) modified item number 6 to read "Method for implementing appropriate disciplinary actions to address unlawful workplace harassment and to assure that disciplinary actions shall be consistently and fairly applied".

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- 08-17-2000 Added Advisory Note stating that conduct towards an outside vendor or contractor that would constitute unlawful workplace harassment toward an employee could constitute unacceptable personal conduct.
Added provisions under Grievance and Appeals stating that agency shall take action within 60 days unless the agency has waived the 60-day period and grievant has acknowledged waiver.
- 6/21/01 Advisory Note on Page 1-19 deleted. Current employees and former employees use the same complaint procedures.
- 7-1-06 Advisory Note deleted in Item No. 2 since this provision has been approved permanently.
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