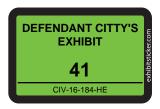
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The City of Oklahoma City Personnel Policies



## **SECTION 403 - SEXUAL HARASSMENT**

**403.01** Sexual harassment occurs when unwelcome sexual advances, requests for sexual favors, and other inappropriate verbal or physical conduct or communication of a sexual nature which:

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- (a) is made either explicitly or implicitly a term or condition of an individual's employment;
- (b) has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment; or
- (c) is used as a basis for employment decisions.
- **403.02** Sexually oriented jokes, remarks, gestures or pictures may be deemed offensive to another employee and will not be tolerated.
- 403.03 Sexual harassment can occur between supervisors and employees, co-workers, and employees and non-employees (e.g., citizens, contract laborers, vendors, etc.). Any employee who engages in such conduct is subject to disciplinary action, including termination. (Refer to PSB containing the *Policy Prohibiting Discrimination and Sexual Harassment, Management Bulletin containing the Information Technology Acceptable Use Policy* and Section 1203)