



Luke A. Bronin
Mayor

PUBLIC NOTICE
CITY OF HARTFORD
SEXUAL HARASSMENT

It is the policy of the City of Hartford that the sexual harassment of employees is unacceptable and prohibited. This stance is consistent with the City of Hartford's efforts to maintain equal employment, non-discrimination in program services, use of facilities, and the Affirmative Action program.

Sexual harassment is the introduction of sexual activities or comments into the working situation. Oftentimes, sexual harassment involves relationships of unequal power and contains elements of coercion as when compliance with requests for sexual favors becomes a criterion for granting work, overtime or other benefits. However, sexual harassment may also involve relationships among equals, as when repeated sexual advances or demeaning verbal behavior, or any hostile offensive, intimidating or humiliation, unwanted sexual behavior, humor or speech have a harmful effect on a person's ability to work.

Sexual harassment is prohibited by both the Federal Civil Rights of 1964, as amended in 1972, (specific guidelines became effective November 10, 1980) and by the Connecticut Fair Employment Practices Act, which was amended, effective October 1, 1980, to add a prohibition of sexual harassment in employment. The City of Hartford is committed to:

Providing a work atmosphere that is conducive to productivity;

Investigating all complaints of sexual harassment;

Disciplining any employees found guilty of sexual harassment; and

Providing all employees, particularly department managers and supervisors, with a working understanding of sexual harassment, its prevention and actions to take when complaints of sexual harassment are brought to their attention.

All complaints so filed with the above department shall be fully reviewed with a written response returned to the Complainant.