



**PEDRO E. SEGARRA**  
Mayor

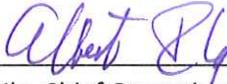
**CITY OF HARTFORD  
POLICY MEMORANDUM**

SUBJECT: Anti-Harassment Policy

NO: 005

Date: October 23, 2013

DISTRIBUTION: Affected Personnel

Approved:   
Albert Ilg, Chief Operating Officer

I. PURPOSE

The purpose of this memorandum is to establish the City's policy regarding harassment. The City is an anti-harassment workplace.

II. RESPONSIBILITY

It shall be the responsibility of all City personnel to comply with these provisions.

III. IT IS THE POLICY OF THE CITY OF HARTFORD:

- a. To provide a workplace that is free from harassment and conducive to productivity.
- b. To celebrate the creativity of input from people representing a variety of cultures.
- c. To provide training to all management staff directed at preventing the occurrence of harassment in the workplace.
- d. To receive and investigate all complaints of harassment related to race, color, sex, religion, national origin, age, mental or physical disability, sexual orientation, marital status, or ancestry.
- e. To have zero tolerance for any discrimination related to race, color, sex, religion, national origin, age, mental or physical disability, sexual orientation, marital status, or ancestry.
- f. To discipline any employee who condones or is guilty of harassment.



**CITY OF HARTFORD**

**ANTI-HARASSMENT POLICY**

It is important that the City of Hartford employees enjoy an environment free from implicit and explicit behavior used to control, influence, or affect the well being of any member of our community. Harassment of any individuals based on race, color, sex, religion, nation origin, age, mental or physical disability, sexual orientation, marital status or ancestry is unacceptable and grounds for disciplinary action, and also constitutes a violation of Federal Law.

It is the policy of the City of Hartford:

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To celebrate the creativity of input from people representing a variety of cultures.

To provide training to all management staff directed at preventing the occurrence of harassment in the workplace.

To receive and investigate all complaints of harassment related to race, color, sex, religion, national origin, age, mental or physical disability, sexual orientation, marital status, or ancestry.

To have zero tolerance for any discrimination related to race, color, sex, religion, national origin, age, mental or physical disability, sexual orientation, marital status, or ancestry.

To discipline any employee who condones or is guilty of harassment.

11/20/2013  
Date

  
Pedro E. Segarra  
Mayor

THIS STATEMENT IS AVAILABLE IN ALTERNATIVE FORMATS FROM THE ADA COORDINATOR BY CALLING (860) 757-9800.