

Harassment Policy

Genesee Valley Health Partnership (GVHP) is committed to providing an environment for our members, officers, volunteers, and persons served by the organization that is comfortable, safe and free from harassment of any kind. Any type of harassment is a violation of this policy and may be illegal.

Harassment can take many forms. It may be but is not limited to, the following: words, signs, jokes, pranks, intimidation, physical contact or violence. Harassment does not have to be sexual in nature. Sexual harassment may include unwelcome sexual advances; requests for sexual favors; or other verbal or physical contact of a sexual nature when such conduct creates an intimidating environment or prevents an individual from effectively performing the duties of their position, or when such conduct is made a condition of employment or compensation, either implicitly or explicitly. It is not the intent of the behaviour by the offender that determines if harassment has occurred but whether the behavior is welcomed by the receiver.

All members, employees, volunteers, contracted personnel, and Board members are covered persons under this policy and have a responsibility for keeping our work environment free of harassment including the work environment of organization partners and clients with whom you have contact. If you become aware of an incident of harassment, whether by witnessing the incident or being told of it, you must report it to the President of the Board of Directors. When the organization becomes aware of harassment, it is obligated by law to take prompt and appropriate action, regardless of whether the victim wants the organization to do so. Complaints can also be filed with a government agency or in court under federal, state or local anti-discrimination laws.

Policy

Sexual harassment is offensive, is unlawful, and may subject GVHP to liability for harm to targets of sexual harassment. Harassers may also be individually subject to liability. Persons of every level who engage in sexual harassment, including those who allow such behavior to continue, will be penalized for such misconduct.

All persons are encouraged to report any harassment or behaviors that violate this policy to the President of the Board of Directors. Any harassing conduct, even a single incident, can be addressed under this policy.

GVHP will conduct a prompt and thorough investigation that ensures due process for all parties, whenever a complaint about sexual harassment is made, or otherwise knows of possible sexual harassment occurring. The investigation will remain confidential to the extent possible. Effective corrective action will be taken whenever sexual harassment is found to have occurred. All persons, are required to cooperate with any internal investigation of sexual harassment.

This policy will be posted on the GVHP.org website.

Retaliation Prohibition: No person covered by this Policy shall be subject to adverse action because of a report of an incident of sexual harassment. GVHP will not tolerate such

retaliation against anyone who, in good faith, reports or provides information about suspected sexual harassment. Any individual who retaliates against anyone involved in a sexual harassment investigation will be subjected to disciplinary action, up to and including termination. All employees, paid or unpaid interns, or non-employees working in the workplace who believe they have been subject to such retaliation should inform the President of the Board of Directors. All persons, paid or unpaid interns or non-employees who believe they have been a target of such retaliation may also seek relief in other available forums, as explained below in the section on Legal Protections.

Preventing sexual harassment is everyone's responsibility.

GVHP cannot prevent or remedy sexual harassment unless it knows about it. Any person who has been subjected to behavior that may constitute sexual harassment is encouraged to report such behavior. Anyone who witnesses or becomes aware of potential instances of sexual harassment should report such behavior to the President of the Board of Directors, or any Board member in the event the complaint is about the President of the Board. Reports of sexual harassment may be made verbally or in writing in any manner.

Persons who believe they have been a target of sexual harassment may also seek assistance in other available forums, as explained below in the section on Legal Protections.

Legal Protections And External Remedies

Sexual harassment is not only prohibited by GVHP but is also prohibited by state, federal, and, where applicable, local law.

Aside from the internal process , persons may also choose to pursue legal remedies with the following governmental entities: NYS Division of Human Rights (DHR.ny.gov), United States Equal Employment Opportunity Commission (EEOC.gov). While a private attorney is not required to file a complaint with a governmental agency, you may seek the legal advice of an attorney.

Proposed - December 19, 2024

Adopted -