

Dover Plains Library
Sexual Harassment/Harassment Policy

The Dover Plains Library will not tolerate sexual harassment of any employee, volunteer, or patron by a fellow employee, or patron, or any third party individuals in the library or at any off-site library function. Sexually abusive jokes, sexually graphic literature, horseplay with sexual overtones, sexual advances or demands for sexual favors that could be construed as harassment are prohibited.

The library will not tolerate physical or verbal acts that create a hostile work environment. Any behavior that is offensive, intimidating or abusive, especially, but not limited to derogatory behavior due to an individual's race, color, sex, religion or nationality are prohibited. Violations of this policy will lead to disciplinary action up to and including termination or legal action.

If an employee feels that he or she is a victim of any form of harassment, that employee must file a written complaint with the Director or to the President of the Board of Trustees if it involves the Director. The library will investigate complaints promptly and take whatever action is appropriate. All complaints will be treated with discretion, and no punitive action will be taken against any employee who files a complaint.

Approved by the Board November 7th 2018