



## NASSAU COUNTY OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY

### Executive Summary Nassau County Sexual Harassment Policy

Nassau County ensures equal employment for all its employees and applicants for employment regardless of age, race, creed, color, national origin, sexual orientation, military status, sex, disability, genetic information, predisposing genetic characteristic or carrier status, marital status, domestic violence victim and retaliation in the course of testing, hiring, work assignments, training opportunities, career advancement, salary and benefits, promotions, performance evaluations, working conditions, transfers, discipline, discharge or any other process relating to the terms and conditions of employment.

Nassau County maintains a vigorous Equal Employment Opportunity program in which allegations of workplace harassment are promptly and thoroughly investigated, and, where appropriate, effective remedial action is taken. Nassau County forbids sexual harassment which includes unwelcome sexual advances, request for sexual favors and other verbal or physical conduct of a sexual nature either in the form of quid pro quo harassment or hostile work environment. Retaliation against any employee who files an EEO complaint or participates in the EEO process is also prohibited.

All employees, deputy county executives, agency and department heads, supervisors and managers are expected to monitor their conduct and uphold the principles of equal employment opportunity. Executive and managerial level employees are further expected to take immediate and appropriate action to stop discriminatory or retaliatory conduct they observe and to prevent it from recurring in the workplace. Any employee who condones and engages in unlawful conduct in violation of the EEO policy will be subject to disciplinary action up to and including termination.

For additional information, please contact the Nassau County Office of Equal Employment Opportunity at (516) 571-6176.