

GOLDSBORO BOROUGH

RESOLUTION NO. 1993 - 2

A RESOLUTION IMPLEMENTING THE EQUAL
OPPORTUNITY COMMISSION'S POLICY
REGARDING SEXUAL HARASSMENT:

BE IT RESOLVED, by Goldsboro Borough, and

IT IS HEREBY RESOLVED, by the same that the following is
adopted as a Resolution of Goldsboro Borough.

SECTION 1.: Policy.

A. Goldsboro Borough endorses the principle that persons should not be subjected to unwelcome verbal or physical advances which are sexual in nature. Goldsboro Borough does not condone any unwelcome verbal or physical advances which are sexual in nature where submission to such conduct is made, either explicitly or implicitly, a term or condition of employment or a basis for any employment decision, or if such conduct creates an intimidating, hostile or offensive work environment for the employee. Goldsboro Borough will not condone such conduct and will not permit it to affect any employment decisions rendered by Goldsboro Borough.

B. It is the policy of Goldsboro Borough to treat all such complaints or allegations with respect and confidentiality regarding the personal privacy of all concerned parties.

SECTION 2. : Procedure.

A. Complaints or questions relative to Goldsboro Borough's policy on sexual harassment should be addressed to either the President or Vice-President of Borough Council.

B. The President or Vice-President will meet to determine

the appropriate action necessary to resolve a complaint based on Goldsboro Borough's sexual harassment policy.

C. Documentation:

i. The President or Vice-President will document the allegations, findings and actions taken.

ii. Such documentation will be retained by Goldsboro Borough in a separate file from the normal personnel files of the individuals involved.

iii. Should either of the parties request it, a copy of the above-cited documentation shall be placed in his or her personnel file.

D. Appeal of Findings:

Should either the complainant or alleged offender be dissatisfied with the findings or actions resulting from an allegation of sexual harassment, that individual may further discuss the issues with the entire Borough Council.

E. Further Complaints:

Should a complainant allege further violations of this policy by the same individual:

i. The President or Vice-President will document the statement and allegation of the complainant which will then be filed in the personnel files of the complainant and the party charged.

ii. The Borough Council will be notified in writing of the allegation, and it shall appoint two Council members who will interview all concerned parties. Their written findings and recommendations will be included as a confidential executive review

to be filed with the allegation.

iii. In cases where the allegation is proven to the satisfaction of the Council, the Council will either cause a remedial program to be established or issue a written warning or proceed with the immediate termination of the violator.

RESOLVED, this 8th day of November, 1993, by the Borough Council of Goldsboro Borough, in lawful session duly assembled.

ATTEST:

BOROUGH OF GOLDSBORO

By: Lee V. Fishel
Lee V. Fishel, Secretary

By: Robert D. Graham
Robert D. Graham, President

Approved this 8th day of November, 1993.

Lewis H. Freet
Lewis H. Freet, Mayor