

**DEPARTMENT OF JUVENILE JUSTICE
SEXUAL HARASSMENT AND
ANTI-HARASSMENT POLICY STATEMENT**

The Department of Juvenile Justice reaffirms our commitment to maintaining a work environment that is free of sexual harassment and other forms of discrimination. In keeping with this commitment, we will not tolerate harassment by anyone, including any manager/supervisor, employee, vendor, or others engaged in business with the department.

Harassment is unwelcome conduct based on an individual's race, color, sex, national origin, religion, disability, age, genetic information or marital status. Harassment becomes unlawful where it: (1) adversely affects tangible job benefits or other employment opportunities; (2) involves repeated actions, comments, or objects that unreasonably interfere with an individual's work performance; or (3) creates an intimidating, hostile, or offensive work environment. Examples of harassment include, but are not limited to, the use of epithets or name calling, derogatory language, slurs, offensive jokes, and other forms of hazing motivated by an individual's race, sex, religion, color, national origin, disability, age or marital status.

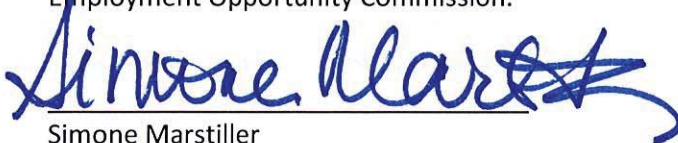
Sexual harassment is a form of discrimination based upon a person's gender. It is defined as unwelcome sexual advances, requests for sexual favors, and other verbal, physical or visual conduct of a sexual nature when: (1) submission to the conduct is an explicit or implicit term or condition of employment, (2) submission to or rejection of the conduct is used as a basis for an employment decision, or (3) the conduct has the purpose or effect of unreasonably interfering with an individual's work performance or of creating an intimidating, hostile, or offensive work environment.

Sexual harassment includes, but is not limited to, unwelcome requests or demands for sexual favors or unwelcome sexual advances; inappropriate nonconsensual touching of another person's body, including but not limited to kissing, pinching, groping, or fondling; repeated requests for dates or invitations to social events; use of sexually degrading words to describe an individual; jokes of a sexual nature; sexually explicit or suggestive objects; and use of inappropriate gestures or body language of a sexual nature.

The department prohibits retaliation against anyone who has reported harassment, whether it relates to the harassment against the individual raising the concern or against another individual. Retaliation is also prohibited against anyone cooperating in an investigation.

It is the department's policy to investigate complaints of discrimination thoroughly and promptly. To the extent allowed by law, the department will keep complaints confidential. If an investigation confirms that unlawful harassment has occurred, the department will take corrective action. Such action may include discipline up to and including dismissal. (Note: Any person who has harassed another or retaliated against another may also be subject to civil or criminal liability under state or federal law.)

An employee or candidate who believes she or he has been subjected to harassment or retaliation has the right to file a complaint. Complaints may be filed with the department's Equal Employment Opportunity (EEO) Officer at 2737 Centerview Drive, Tallahassee, Florida 32399; phone number (850) 717-2654. Complaints may also be filed with the Florida Commission on Human Relations or the U. S. Equal Employment Opportunity Commission.



Simone Marstiller
Secretary



Aldrin T. Sanders
EEO/AA Officer