

RIDGEVILLE PARK DISTRICT
SEXUAL HARASSMENT POLICY

The Park District prohibits sexual harassment. Sexual Harassment encompasses a wide range of behavior and includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- (1) submission to such conduct is explicitly or implicitly made a term or condition of employment or receipt of Park District services;
- (2) submission or rejection of such conduct by an individual is used as a basis for an employment or service decision affecting an individual;
- (3) or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive environment.

Harassment based on race, color, sex, gender identity, age, religion, disability, national origin, ancestry, sexual orientation, and military service or discharge status is also prohibited by the Park District.

The Park District prohibits retaliation against any person who asserts his or her rights by: 1) opposing discriminatory practices in the workplace; 2) complaining about conduct prohibited by this Policy; 3) cooperating with or assisting the Director of Parks and Recreation (the "Director") or the Board of Commissioners of the Park District in investigating allegations of a violation of the prohibitions in this Sexual Harassment Policy.

Any person who believes that he or she has been discriminated against, or harassed on the basis of race, color, sex, gender identity, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military service or discharge status, or who claims to have suffered prohibited retaliation, may file a written complaint with the Director, any Park District Commissioner, or the Illinois Department of Human Rights. Any reports of sexual harassment to the Director or a Park District Commissioner shall, at the complainant's request, be treated as confidential by the Park District to the extent permitted by law. Additionally, any person who believes that he has suffered prohibited retaliation may have certain protections under the Illinois Whistleblower Act or the Illinois Human Rights Act and should consult with private counsel about those protections.

Each complaint will receive an immediate, direct, and thorough confidential investigation, and appropriate action will be taken based on that investigation.

An employee who violates the prohibition on harassment or knowingly makes a false report may be subject to appropriate disciplinary action up to and including dismissal.

This Policy is effective immediately and supersedes any prior policies adopted by the Park District on the subjects contained herein.

Adopted by the Board of Commissioners of the
Ridgeville Park District on January 11, 2018