

Policy No.: P700-15-13	Type of Policy: Personnel
Policy Title: Prohibition Against Harassment, Discrimination and Retaliation	
Policy Description: Provide a work environment for all employees free of harassment, discrimination and retaliation.	
Approval Date: 6/16/2015	Last Review Date: 2015
Approval Resolution No.: 53-15	Next Review Date: 2019
Rescinded Resolution No.: 53-11	Rescinded Resolution Date: 9/20/2011

It is the policy of the Board of Directors of Dublin San Ramon Services District:

Dublin San Ramon Services District is committed to providing a work environment free of harassment, discrimination and retaliation. District policy prohibits harassment, discrimination and/or retaliation against an applicant, employee, intern, contractor, volunteer, or elected or appointed official on the basis of the individual's perceived or actual race, religion, sex, gender, national origin, citizenship status, ancestry, physical or mental disability, medical condition, genetic characteristic, marital status, pregnancy, breastfeeding, age, sexual orientation (including heterosexuality, homosexuality, and bisexuality), uniformed service member status or any other basis protected by federal, state or local laws, or ordinances or regulations. All such harassment, discrimination and/or retaliation may be found unlawful and is contrary to District policy.

The District will take remedial action reasonably calculated to end any harassing, discriminatory or retaliatory conduct. Any employee, intern, contractor, volunteer, or member of the public, or elected or appointed official determined by the District to be responsible for unlawful harassment, discrimination, retaliation or other such conduct contrary to District policy will be subject to appropriate remedial and/or disciplinary action, up to and including termination.

The District's Prohibition Against Harassment, Discrimination and Retaliation policy applies to all employees, interns, contractors, volunteers, members of the public, and elected and appointed officials.

The General Manager shall develop comprehensive rules in furtherance of this policy.