



<b>Policy No.:</b> P700-24-1	<b>Type of Policy:</b> Personnel
<b>Policy Title:</b> Prohibition Against Harassment, Discrimination and Retaliation	
<b>Policy Description:</b> Provide a work environment for all employees free of harassment, discrimination and retaliation.	
<b>Approval Date:</b> 10/1/2024	<b>Last Review Date:</b> 2024
<b>Approval Resolution No.:</b> 39-24	<b>Next Review Date:</b> 2028
<b>Rescinded Resolution No.:</b> 21-20	<b>Rescinded Resolution Date:</b> 3/3/2020

The purpose of this policy of the Board of Directors of the Dublin San Ramon Services District is to provide a work environment for all employees free of harassment, discrimination and retaliation.

Dublin San Ramon Services District is committed to providing a work environment free of harassment, discrimination and retaliation. District policy prohibits harassment or discrimination against an applicant, employee, intern, contractor, volunteer, or elected or appointed official on the basis of the individual's perceived or actual race, color, national origin, ancestry, citizenship status, religion or creed, age (40 and over), sex, gender (including pregnancy, childbirth, breastfeeding or related medical conditions), gender identity, gender expression, genetic information, disability, medical condition, marital status, sexual orientation (including heterosexuality, homosexuality, and bisexuality), military service, or any other basis protected by federal, state or local laws, or ordinances or regulations. District policy also prohibits retaliation against any individual who makes a good faith report of a potential violation of the District's policy against harassment or discrimination, who opposes practices prohibited by the District's policy against harassment or discrimination, or who participates in the investigation of any complaint alleging harassment discrimination or retaliation.

All such harassment, discrimination and/or retaliation 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 engaging in 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.