

**ARTICLE 26
SEXUAL HARASSMENT**

No employee shall be subjected to sexual harassment by another employee, during the course of employment in the State Classified Service. The Employer will make a good faith effort to prevent such sexual harassment, including that committed by non-state employees. When allegations of sexual harassment are made, the Employer will promptly investigate them and, if substantiated, take corrective action.

For the purposes of this policy, sexual harassment is unwanted conduct of a sexual nature which adversely affects another person's conditions of employment and/or employment environment. Such harassment includes, but is not limited to:

A. Repeated or continuous conduct which is sexually degrading or demeaning to another person.

B. Conduct of a sexual nature which adversely affects another person's continued employment, wages, advancement, tenure, assignment of duties, work shift or other conditions of employment.

C. Conduct of a sexual nature that is accompanied by a threat, either expressed or implied, that continued employment, wages, advancement, tenure, assignment of duties, work shift, or other employment conditions may be adversely affected.