

Discrimination and Harassment

Index Code: 706

Effective Date: 02/01/06 (Revised 1/24/2023)

I. Purpose

The purpose of this directive is to establish a work environment that is free from all forms of discrimination, harassment, and retaliation, or any conduct considered bullying, coercive, disruptive or harassing, and to establish procedures for addressing such conduct should it occur within the Queen Anne's County Office of the Sheriff.

II. Policy

It is the policy of the Queen Anne's County Office of the Sheriff to prohibit any form of discrimination, harassment, and retaliation, including sex discrimination, and to thoroughly investigate any such allegations/complaints.

The Office of the Sheriff, by and through its officials, agents, employees, and all other persons in active concert or participation with the Office of the Sheriff in the performance of employment or personnel functions shall not engage in any act or practice that discriminates against any employee or applicant on the basis of sex in violation of Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e, *et seq.* ("Title VII"). The Office of the Sheriff is also committed to complying with the Americans with Disabilities Act (ADA) and with the regulations and guidance issued by the Equal Employment Commission (EEOC). The Office of the Sheriff complies with Queen Anne's County Human Resources Americans with Disabilities Policy 300-413 while understanding the specialized requirements of law enforcement.

The Office of the Sheriff, by and through its officials, agents, employees, and all other persons in active concert or participation with the Office of the Sheriff in the performance of employment or personnel functions, shall not retaliate against or in any way adversely affect the terms or conditions of employment of any person because that person has opposed a practice made unlawful by Title VII filed a charge with the U.S. Equal Employment Opportunity Commission (EEOC), or testified, assisted or participated in any manner in an

investigation, proceeding, or hearing under Title VII.

III. Definitions

A. Discrimination

Discrimination refers to an established practice that confers privileges on a certain class or that denies privileges to a certain class because of race, age, sex, nationality, religion, or disability. Federal law, including the ADA and Title VII of the Civil Rights Act, prohibits employment discrimination based on any one of those characteristics.

B. Sex Discrimination

Sex Discrimination includes discrimination based on gender and pregnancy.

C. Harassment

Harassment is words, conduct, or action that, being directed at a specific person annoys, alarms, or causes substantial emotional distress in that person

D. Sexual Harassment

Sexual Harassment is a type of employment discrimination consisting of verbal or physical abuse sexual in nature.

IV. Title VII of the Civil Rights Act of 1964

A. Under Title VII, "It shall be an unlawful employment practice for an employer (1) to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, or national origin; or (2) to limit, segregate, or classify his employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment or otherwise adversely affect his status as an employee, because of such individual's race, color, religion, or national origin." (Volume 42 United States Code, Section 2000e-2)