

**TOWN OF ROCKINGHAM  
BELLOWS FALLS VILLAGE**

**HARASSMENT POLICY**

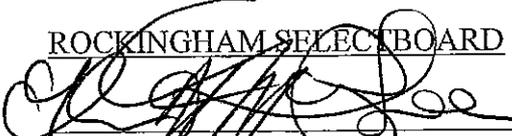
The Town of Rockingham and Village of Bellows Falls will not tolerate unlawful harassment based on race, sex, religion, national origin, age, disability, color, ancestry, place of birth, or sexual orientation or any other protected status defined by law. Likewise, the Town/Village will not tolerate retaliation against an employee for filing a complaint of harassment or for cooperating in an investigation of harassment. The Town/Village will address complaints regarding harassment committed in the workplace by employees against non-employees and by non-employees (such as vendors, customers, board members, and other workplace visitors) against employees to the extent possible.

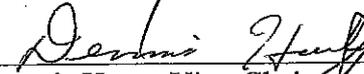
Definition: Unlawful harassment is a form of discrimination based on membership in a classification protected by law. It involves behaviors that are viewed as offensive or harassing. Examples of harassment include the following: insulting comments of a sexual, racial, or religious nature or references to an individual's age, sexual orientation or disability; aggressive bullying behaviors; inappropriate physical contact or gestures, physical assaults or contact that substantially interferes with an individual's work performance or creates an intimidating, hostile or offensive working environment; retaliation against an employee for complaining about the behaviors described above or for participating in an investigation of a complaint of harassment.

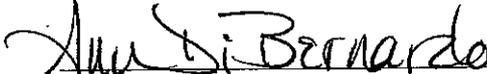
Employees who violate this policy will be subject to disciplinary action, up to and including discharge. An employee subject to harassment is encouraged to report it before it becomes severe or pervasive. He/she shall notify the Municipal Manager, the Human Resources Coordinator or his/her Department Head. A prompt, thorough and impartial investigation will be conducted and employee confidentiality will be protected to the extent possible. If it is determined that unlawful harassment has occurred, the municipality will take immediate and appropriate corrective action.

Employees may also contact the State of Vermont Attorney's General Office, 109 State Street, Montpelier (828-3171) or the federal Equal Employment Opportunity Commission, JFK Federal Building, 475 Government Center, Boston, MA, 02203, (800) 669-4000.

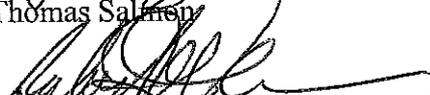
ROCKINGHAM SELECTBOARD

  
Thomas MacPhee, Chair

  
Dennis Harty, Vice-Chair

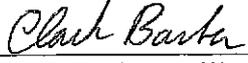
  
Ann DiBernardo

  
Thomas Salmon

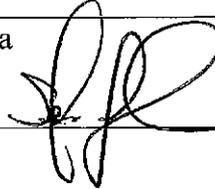
  
Robert Thomson

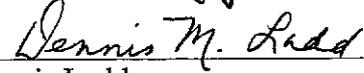
Date: August 21, 2007

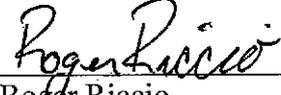
BELLOWS FALLS VILLAGE TRUSTEES

  
Clark Barber, Village President

Gary DeRosia

  
Stefan Golec

  
Dennis Ladd

  
Roger Riccio

Date: \_\_\_\_\_