

MORA-SAN MIGUEL ELECTRIC COOPERATIVE, INC.
SEXUAL HARASSMENT POLICY STATEMENT
BOARD POLICY NO. 204
Supersedes Policy # 60

SUBJECT: Sexual Harassment

OBJECTIVES: To create a policy statement banning sexual harassment at the Cooperative

POLICY:

It is the policy of the Cooperative that sex-related harassment in the work place is a form of sexual discrimination, barred under the Employment Protection Provisions of the New Mexico Human Rights Act and Title VII of the Civil Rights Act of 1964 as amended.

"Sexual Harassment," as used in this policy statement is defined as: (a) making unwelcomed sexual advances or requests for sexual favors or other verbal or physical conduct of a sexual nature, a condition of an employee's continued employment, or (b) making submission to or rejections of such conduct the basis for employment decisions affecting the employee, or (c) creating an intimidating, hostile or offensive working environment by such conduct.

It is further the policy of the Cooperative that all applicants for employment and employees have the right and are entitled to work in an environment free from sexual harassment, as well as having the right and entitlement to employment considerations of this Cooperative without being subjected to sexual harassment by coworkers, supervisory and management personnel and/or agents of the Cooperative. Such entitlements include but are not limited to, interview, hiring, training, promotions, compensation, benefits, transfer, layoffs, terminations, and other terms or conditions of employment.

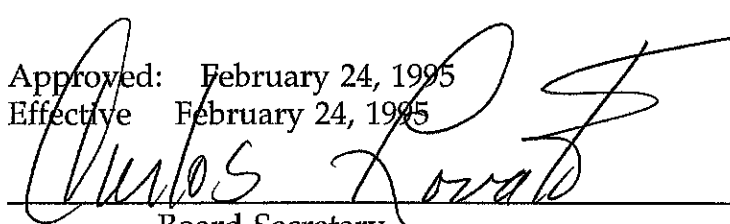
The Cooperative recognizes that the question of whether a particular action or incident is a purely personal, social relationship without a discriminatory employment effect requires a factual determination based on all facts in this matter. Given the nature of this type of discrimination, the Cooperative recognizes also that false accusations of sexual harassment can have serious effects on innocent women and men. We trust that all employees of the Cooperative will continue to act responsibly to establish a pleasant working environment free of discrimination. The Cooperative encourages any employee to raise questions he or she may

have regarding discrimination or affirmative action with the Cooperative's manager or designated representative.

In any case in which the sexual harassment charge is made by an employee who is a member of the Union bargaining unit against a management employee, the grievance procedure outlined in the current Union Agreement shall be used. In the case that sexual harassment is claimed against an employee who is a member of the Union bargaining unit, or by one management employee against another management employee the Sexual Harassment Grievance Procedure shall be used in an attempt to end the harassment and settle the problem.

The Board shall be responsible for the enforcement of this policy.

Approved: February 24, 1995
Effective February 24, 1995



Board Secretary