



I GROW CHICAGO

SEXUAL HARASSMENT POLICY

I Grow Chicago is firmly committed to maintaining a positive working environment and a workplace which is free of inappropriate conduct, including offensive verbal and written communication of a sexual nature. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

(a) submission to such conduct is made (explicitly or implicitly) a term or condition of the individual's employment;

(b) submission to or rejection of such conduct is used as the basis for employment decisions affecting the individual;

or (c) such conduct has the purpose or effect of creating an intimidating, hostile, or offensive working environment.

Any employee who feels he/she may have been subject to sexual harassment or inappropriate sexual conduct should take the complaint directly to the Executive Director. Complaints will be promptly investigated and appropriate action will be taken against the offender.