

**SILVER LAKE WATER DISTRICT  
SNOHOMISH COUNTY, WASHINGTON**

**RESOLUTION NO. 510**

A RESOLUTION of the Board of Commissioners of Silver Lake Water District, Snohomish County, Washington, establishing a policy against sexual harassment.

BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF SILVER LAKE WATER DISTRICT, Snohomish County, Washington:


- I. It is both illegal and against Silver Lake Water District policy for any employee, male or female, to harass another employee by:
  - A. Making unwelcome 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 rejection of such conduct the basis for employment decisions affecting the employee; or
  - C. Creating an intimidating, hostile, or offensive working environment by such conduct.
  
- II. Any employee or applicant for employment who feels that he or she has been the subject of sexual harassment should report the alleged act to the General Manager, or the President of the Board of Commissioners. The Manager or President shall be responsible to assure that an investigation of any complaint is undertaken immediately. The complaint will be kept as confidential as possible, and will be disclosed only as necessary to permit the Water District to fully investigate and respond. The question whether a particular action or incident is prohibited behavior or purely a personal, social relationship without any discriminatory employment effect requires a determination based on all the available facts in the matter. No person shall retaliate against a complainant or participant in an investigation. Retaliation constitutes a separate violation of this policy against harassment.
  
- III. Any employee who is found after appropriate investigation to have

engaged in sexual harassment of another employee or applicant for employment or who retaliates will be subject to appropriate sanctions depending upon the circumstances, from a warning in his or her file, to suspension, or termination.

ADOPTED by the Board of Commissioners at a regular meeting of the Silver Lake Water District, Snohomish County, Washington, this 9<sup>th</sup> day of March, 2000.

  
\_\_\_\_\_  
President and Commissioner

  
\_\_\_\_\_  
Secretary and Commissioner

  
\_\_\_\_\_  
Commissioner

I CERTIFY the above to be a true and correct copy of Resolution No. 510 adopted by the Board of Commissioners of the Silver Lake Water District this 9<sup>th</sup> day of March, 2000, as said Resolution appears in the records of the Silver Lake Water District.

\_\_\_\_\_  
Secretary of the Silver Lake Water District