



NOTICE



Patricia C. Barney
Executive Director

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Equal Employment Opportunity and Prohibitions Against Unlawful Discrimination

The Maryland-National Park and Planning Commission (“M-NCPPC” or “agency”) prohibits employment discrimination against employees and applicants for employment. Individuals shall be treated fairly and all employment actions shall be in full compliance with principles of equal employment opportunity. Discrimination against individuals is prohibited in recruitment, examination, appointment, training, promotion, retention, discipline, and/or any other aspect of employment because of race, color, religion, ethnic/national origin, age, gender, sexual orientation, disability, or any other non-merit factor.

In accordance with M-NCPPC Administrative Practice 2-25 (Employment Dispute Resolution) and the M-NCPPC Merit System Rules and Regulations Chapter 300 (Equal Employment Opportunity), the agency shall adhere to all applicable employment and nondiscrimination laws, including, but not limited to:

- Title VII of the Civil Rights Act
- The Equal Pay Act
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Genetic Information Nondiscrimination Act

Appropriate action, which may include dismissal, will be taken against any individual found to be engaging in unlawful discrimination or retaliating against persons filing a complaint of unlawful discrimination.

Employees who feel they have experienced unlawful discrimination should report concerns in accordance with M-NCPPC Administrative Practice 2-25 (Employment Dispute Resolution). A copy of Practice 2-25 is available on the Commission’s intranet site (INSITE) or by calling the Corporate Policy Office at 301-454-1740. Questions regarding employment regulations should be directed to the Human Resources Director at 301-454-1700.

Prohibitions Specifically Against Sexual Harassment

Sexual harassment is against the law and will not be tolerated. It is a form of sex discrimination and it is in direct violation of Title VII of the Civil Rights Act, as amended.

All employees, appointed officials, and outside persons doing business with the Commission are prohibited from engaging in sexual harassment against any employee. In this regard, each person is entitled to work in an environment free from hostile or offensive behavior and is entitled to employment and promotional opportunities free from unwanted sexual attention or sexual demands.

Sexual harassment involves deliberate, repeated, and unwanted sexual comments, gestures, or physical contact that one finds objectionable and that interfere with the person's job. The EEOC defines sexual harassment as unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical sexual conduct when:

- Submission to such conduct is made, explicitly or implicitly, a term or condition of employment;
- Submission to, or rejection of such conduct acts as a criterion for employment decisions; or
- Such conduct has the purpose or the effect of unreasonably interfering with the individual's work performance or creating an intimidating, hostile, or offensive work environment.