

Policy Title:	Discrimination and Harassment Free Workplace				
Policy Number:	DHS-060-013	Version:	4.0	Effective Date:	Upon Approval

Signature on file in the office of the Chief Administrative Officer

04/08/2002

Approved By: DHS Deputy Chief Administrative Officer

Date Approved

Overview

Description: All agencies are to adopt the Department of Administrative Services (DAS) policy on Discrimination and Harassment Free Workplace, Policy 50.010.01.

Purpose/Rationale: To reaffirm that it is the policy of the Department of Human Services (DHS) to prohibit discrimination and workplace harassment; to conduct that constitutes workplace harassment.

Applicability: All DHS employees

Failure to Comply: Failure to comply with this policy may result in disciplinary action, up to and including dismissal from state service.

Policy

DHS has adopted the following DAS policy for a Discrimination and Harassment Free Workplace.

- HRSD [50.010.01](#) Discrimination and Harassment Free Workplace

Procedure(s) that apply:

None.

Form(s) that apply:

None.

Definition(s):

See Administrative Policy Common Terms

Reference(s):

[DAS policy 50.010.01](#)

ORS 174.100; 240.086(1); 240.145(3); 240.250; 240.316(4); 240.321; 240.555; 240.560; 659.030(1)

Title VII

Civil Rights Action of 1964

Executive Order 93-05

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Policy History:

- **Version 4.0:**
 - 09/25/2008 – Revised to amend contact information
 - 01/10/2008 – Revised
- **Version 3.0:**
 - 11/21/2006 – Administrative Correction to insert paragraph 3.c
 - 09/22/2006 – Revised
- **Version 2.0:**
 - 10/22/2004 – Revised
- **Version 1.0:**
 - 04/08/2002 – Initial Release