

STAFF FEEDBACK - REPORTING AND INVESTIGATING UNLAWFUL DISCRIMINATION, SEXUAL HARASSMENT, AND RETALIATION IN THE WORKPLACE

Comment Period December 15-29, 2014

Final 1/5/15 st

INDIVIDUAL	FEEDBACK	DOC RESPONSE
David Turner	<p>Page 1 statement of policy.</p> <p>This statement of policy includes the term, (gender, unlawful discrimination, and any retaliation). The rest of the document includes the term (unlawful discrimination, sexual harassment and retaliation). I thought the wording should be consistent throughout.</p>	<p>The statement of policy states "The Vermont Department of Corrections is opposed to and prohibits without qualification the harassment of anyone on the basis of gender, unlawful discrimination, and any retaliation arising from such behavior." The purpose of the directive is as follows, "To provide all State of Vermont Department of Corrections (DOC) employees and supervisors with procedures for reporting and investigating unlawful discrimination, sexual harassment and retaliation claims." In the policy statement the department is outlining its position and prohibition of harassment based on gender. The directive by referencing investigating sexual harassment is simply referencing the form which it pursues identifying and remedying gender discrimination. As these are widely accepted terminology both both in the Prison Rape Elimination Standards and by the U.S. Equal Opportunity Commission the Vermont Department of Correction's will continue with the current language.</p>