



# McLean County Area EMS System

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<b>Title of Policy:</b> <i>Sexual Harassment/Discrimination</i>	<b>Policy Number:</b> E-104
<b>Effective Date:</b> 10/2012	<b>Review Date:</b> 03/19/2017
<b>Policy Area:</b> Education/Administration	<b>Approvals:</b> EMSSC, EMS MD

## Background to Policy:

### Policy Statement:

The McLean County Area EMS System values diversity in the educational community. Accordingly, discrimination on the basis of race, sex, national origin, religion, age, disability, marital status, parental status, veteran's status, sexual orientation, genetic information, or any other characteristics as defined by state and federal law is explicitly prohibited.

### Policy:

Sexual harassment, a form of sex discrimination, is defined as unwelcome sexual advances, requests for sexual favors, or verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made whether explicitly or implicitly a term or condition of an individual's employment or enrollment;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment or enrollment decision affecting such individual; or
3. Such conduct has the purpose or effect of substantially interfering with an individual's work performance or enrollment; creating an intimidating, hostile, or offensive work or academic environment.

Sexual harassment is strictly prohibited. Occurrences will be dealt with in accordance with the general guidelines listed in the student manual and associated system rules.

### Resources:

1. [Understanding, preventing harassment in the EMS workplace](#)
2. [JEMS Sexual Harassment](#)