



Sexual Harassment Notice

Cape Cabinet Depot does not tolerate or condone sexual harassment in any form. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment or for participation in work at Bochetti Remodeling, Inc.
- Submission to or rejection of such conduct is used as the basis for decisions on employment
- Such conduct substantially interferes with an individual’s work, creating an intimidating, hostile, or offensive working environment.

Sexual harassment as defined above may include, but is not limited to, the following:

- Sex-oriented verbal “kidding,” abuse, or harassment.
- Unwelcome sexual advances or pressure for sexual activity.
- Repeated remarks to a person with sexual or demeaning implications or the use of vulgarity.
- Unwelcome touching, such as patting, pinching or brushing against another’s body.
- Suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one’s employment status or similar personal concerns.
- Unwelcome posters, letters or other writings or communications of a sexual nature.
- Other verbal or physical conduct of a harassing nature.

Sexual harassment is illegal and is a violation of Title VII of the Civil Rights Acts of 1964 and Title IX which prohibits sex discrimination in educational programs or activities. Bochetti Remodeling is committed to upholding this policy prohibiting sexual harassment. Violation of this policy may be grounds for dismissal. While it is the purpose of this policy to protect all persons associated with Bochetti Remodeling from sexual harassment, it is also a violation of this policy to knowingly make a false allegation of sexual harassment.

All matters involving sexual harassment complaints are taken seriously and will be investigated. Complaints will remain confidential to the extent possible. Filing of a complaint or otherwise reporting sexual harassment will not reflect upon the individual’s status or affect future employment.

Company Representative

Date

Signature of Associate

Date

Associate's Name - Printed