

It is the policy of the Michigan Conference to maintain a work environment free from harassment. This policy prohibits verbal, visual, or physical conduct that discriminates or unreasonably interferes with work performance or creates an intimidating, hostile, or offensive working environment based on a legally protected status of an employee. Such behavior includes inappropriate remarks (e.g. epithets, slurs, stereotyping) about, or conduct directed at or related to an employee's race, color, creed, religion, national origin, gender (including pregnancy), gender identity, marital status, disability, status with regard to public assistance, sexual orientation, age, or other status protected by law or by the United Church of Christ's General Synod Pronouncements, as adopted by the Michigan Conference.

Harassment is a serious offense and will not be tolerated. It is the policy of the Michigan Conference that there shall be no harassment of any employee, adjunct employee, intern, volunteer or recipient of services. Any paid employee who violates this policy will be subject to disciplinary action, up to and including dismissal.