



## CLACKAMAS COUNTY SHERIFF'S OFFICE

### Policy # 15

**Printed copies are for reference only.  
Please refer to the electronic copy for the latest version.**

ORIGINATING POLICY: PUBLISHED (3/13/2017); REVISED (12/14/2020)  
NEXT REVIEW: (12/14/2021)

**References:** [Clackamas County Code: 2.05.250 Harassment](#); [2.05.250 Sexual Harassment](#); [EPP # 2 Discrimination and Harassment Free Workplace and Complaint Procedure](#); [CCJ.089 Harassment](#); and [County HR Harassment Training](#)

## HARASSMENT, DISCRIMINATION, and RETALIATORY CONDUCT

### General

1. The Sheriff's Office is committed to providing a respectful and professional work environment that is free of harassment, discrimination or retaliatory conduct. The Clackamas County Code, Personnel Chapter and applicable County policies, govern and direct the conduct of all CCSO employees and volunteers in this regard, along with CCSO policy. Every employee/volunteer is expected to know and follow the following County directives:

- a. Clackamas County Code: 2.05.250 Harassment;
- b. Clackamas County Code: 2.05.250 Sexual Harassment; and
- c. EPP # 2 Discrimination and Harassment Free Workplace and Complaint Procedure.

### Reporting Conduct

2. Employees/volunteers who experience conduct in violation of policy are urged to contact their supervisor to report the conduct. A report may also be made directly with County Human Resources (HR). A supervisor who receives a report shall promptly contact the PSU Supervisor, who will advise HR.

3. Employees/volunteers who have witnessed behavior in violation of policy, or who have credible information about the occurrence of such behavior, are expected to bring the matter to the attention of their supervisor or directly to County HR.

### Investigating Harassing Conduct

4. The Professional Standards Unit will work cooperatively with County Human Resources to conduct a thorough investigation into the complaint consistent with County and CCSO policies.



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### Retaliatory Conduct

5. Anyone who believes they have been retaliated against for reporting conduct, participating in an investigation, or reporting witnessed behavior in violation of policy, should promptly report this conduct to their supervisor or directly to County HR.

### Harassment Training

6. Employees/volunteers will timely complete the County's training requirements using the [Internal County Employee Training Site](#).