



CLACKAMAS COUNTY SHERIFF'S OFFICE

Policy # 15

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

References: [ORS 659A.029, "Because of Sex" Defined for ORS 659A.030.](#) [ORS 659A.030, Discrimination Because of Race, Religion, Color, Sex, National Origin, Marital Status, or Age Prohibited Oregon Administrative Rules \(OAR\), Chapter 839, Bureau of Labor and Industries, Division 5,](#) [Discrimination, ORS 166.065, Clackamas County Code, Personnel Ordinance, 2.05.250, EPP # 2](#)

HARASSMENT

General

1. The Sheriff's Office is committed to providing a work environment that is harassment-free for all employees, cadets and volunteers. On-the-job or job-related harassment is a serious policy violation that disrupts the professional environment of the workplace and that may interfere with an individual's work performance. This policy intends to guide the actions of all employees in their dealings with one another, persons in custody, and members of the public.

Harassing Conduct

2. Verbal or physical conduct that is derogatory or shows hostility toward any person, citizen or employee because of race, color, age, religion, sex, sexual orientation, gender identity, disability, national origin or any other protected status in accordance with applicable law will not be tolerated.

Investigating Harassing Conduct

3. Employees or applicants for employment who experience behavior in violation of this policy are urged to contact their supervisor, another Clackamas County supervisor, or the Director of County Human Resources (HR). CCSO supervisors shall contact the County HR, who will be responsible for conducting a thorough investigation into the complaint consistent with County policy.

CCSO Harassment Training

4. The Support Services Division shall ensure employees receive documented training on detecting, preventing, reporting, and responding to harassment: [CCSO Harassment Training Video.](#)