



## Missouri Highways and Transportation Commission Policies

**Category: EMPLOYEES**

**Sub-Category: General**

**Sub-Sub Category: Harassment**

### **HARASSMENT**

Zero tolerance will be granted for acts of harassment based on race, sex (including sexual harassment), age, religion, color, national origin, ancestry, sexual orientation, gender identification, veteran status, disability, or genetic information. Disciplinary action, up to and including termination, will be taken against employees participating in such harassment and/or supervisors who know of such acts and fail to take action to stop them.

Effective Date: February 6, 2019

Supersedes Policy Dated: November 7, 2013

Last Reaffirmed:

Date of Origin: March 6, 1996 – Sexual harassment

Related Commission Minutes: March 6, 1996 – Sexual harassment; November 7, 2013 – Comprehensive Policy Review. February 6, 2019 – revised to include list of protected categories.