



## **Jason R. Williams**

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### **Sexual Harassment Policy**

The Orleans Parish District Attorney's Office will not condone sexual harassment in our offices and will take affirmative steps to maintain an office free of sexual harassment and intimidation from employees, vendors, contractors, and other members of the public.

Sexual harassment can occur in a variety of circumstances, including:

- Receiving sexual emails or text messages, sexual images or photographs.
- Experiencing unwelcome physical contact from the harasser.
- The victim as well as the harasser may be a woman or a man. The victim does not need be of the opposite sex.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.

Members of the public who experience or witness such conduct should report the behavior to the Human Resources Director. All complaints of sexual harassment will be investigated in a prompt, thorough, and impartial manner, and will be kept as confidential as practicable. If it is determined that sexual harassment has occurred, immediate corrective action will be taken to stop the harassment, up to and including termination of employees.

Allegations or complaints of sexual harassment that have been determined to be fabricated, knowingly false, or otherwise baseless may require the DA's Office to take legal action against the complainant found to have filed the false complaint, as well as any other individuals that participated in the false complaint.