



**CAMBRIDGE RESCUE SQUAD, Inc.**  
**P.O. BOX 431**  
**JEFFERSONVILLE, VT. 05464**

**January 7, 2006**

## **POLICY PROHIBITING SEXUAL HARASSMENT**

It is our policy, in accordance with providing a positive, discrimination-free work environment, that sexual harassment in the workplace is unacceptable conduct that will not be condoned.

Sexual harassment is unsolicited, nonreciprocal behavior by an employee who is in a position to control or affect another person's job status and who uses the power or authority of that position to cause that employee to submit to sexual activity, or to fear that he or she would be punished for refusal to submit.

Sexual harassment also includes any employee conduct unreasonably interfering with another's work performance by creating an intimidating, hostile, or offensive working environment. Sexual harassment consists of a variety of behaviors by employees directed to other employees including, but not limited to, subtle pressure for sexual activity, inappropriate touching, inappropriate language, demands for sexual favors, and physical assault.

*Cambridge Rescue Squad, Inc.* will treat sexual harassment as any other form of misconduct. Employees who engage in harassing behavior will be disciplined appropriately. Employees who are sexually harassed are encouraged to discuss the situation with their supervisor or with an officer of the firm.

Adopted: September 27, 2006  
Cambridge Rescue Squad, Inc. Executive Board

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Chief David B. Severance