



**EAST
COAST**
SECURITY
SERVICES INC.

Sexual Harassment Policy

1. "Sexual Harassment" means any conduct, comment, gesture or contact of a sexual nature
 - a) that is likely to cause offense or humiliation to any employee; or
 - b) that might, on reasonable grounds, be perceived by that employee as placing a condition of a sexual nature on employment or on any opportunity for training or promotion.
2. Every employee is entitled to employment free of sexual harassment.
3. This employer will make every reasonable effort to ensure that no employee is subjected to sexual harassment.
4. This employer will take appropriate disciplinary measures against any person under its direction who subjects an employee to sexual harassment.
5. Complaints of sexual harassment may be made to this employer or your supervisor. The supervisor to whom a complaint is made will ensure that it is brought to the attention of this employer.
6. This employer will not disclose the identity of a complainant except where disclosure is necessary for the purposes of investigating a complaint or taking disciplinary measures in relation to a complaint.
7. Employees are advised that the Human Rights Act (RSPEI 1988, Cap. H-12) prohibits discrimination on the basis of sex which has been interpreted as including sexual harassment. Any person alleging discrimination has a right to file a complaint with the P.E.I. Human Rights Commission under the Act.