

AUG 10 1982

STATE OF MONTANA
OFFICE OF THE GOVERNOR
EXECUTIVE ORDER NO. 7-82

Executive Order Establishing a Policy Prohibiting Sexual Harassment and Directing Department of Administration to Promulgate Rules Implementing Policy.

Whereas, Article II, Section 4 of The Constitution of the State of Montana, provides as follows:

"Individual Dignity. The dignity of the human being is inviolable. No person shall be denied the equal protection of the laws. Neither the state nor any person, firm, corporation or institution shall discriminate against any person in the exercise of his civil or political rights on account of race, color, sex, culture, social origin or condition, or political or religious ideas," and

Whereas, employees of state government are entitled to work in an environment free from discrimination, whether it is based on sex, race, color, religion, national origin, marital status, political belief, age or handicap; and

Whereas, sexual harassment undermines the integrity of the employment relationship, lowers morale, interferes with productivity, and adversely affects the careers of state employees; and

Whereas, sexual harassment is a prohibited personnel practice under state and federal law; and

Whereas, deliberate or repeated unsolicited comments, gestures, or physical contact of a sexual nature constitute sexual harassment; and

Whereas, state employment demands from each employee the highest standard of honesty and impartiality when carrying out the business of state government; and


Whereas, sexual harassment and other conduct which violates these standards will not be condoned or tolerated; and

Whereas, I am committed to the elimination of sexual harassment in the workplace;

NOW, THEREFORE, I TED SCHWINDEN, Governor of the State of Montana, by virtue of the authority vested in me by Article VI, Section 4 of the Constitution of the State of Montana and Section 2-15-103, MCA, do hereby establish a state policy prohibiting sexual harassment as stated herein and hereby order the Department of Administration as follows:

1. To develop and promulgate rules prohibiting sexual harassment in all state departments and agencies; and
2. To submit the proposed rules to me for review by no later than September 15, 1982; and
3. To conduct training seminars in sexual harassment for state employees, addressing, but not limited to, its prevention and enforcement.

Given under my hand and the GREAT
SEAL of the State of Montana this
6th day of August
in the year of our LORD, One
Thousand Nine Hundred and Eighty-Two.


TED SCHWINDEN, Governor

ATTEST:


JIM WALTERMIRE, Secretary of State