

**MINUTES OF A REGULAR MEETING
OF THE BOARD OF TRUSTEES
OF THE VILLAGE OF THOMASTON
September 17, 2018**

The Board of Trustees met on Monday, September 17, 2018 at the Village Hall, 100 East Shore Road, Great Neck, New York at 7:30 p.m..

Present: Mayor Steven Weinberg, Deputy Mayor James Sharkey, Trustee Jill Monoson, Trustee To-on Pang, and Trustee Burton Weston

Absent: None

The Mayor opened the meeting at 7:30 p.m. Trustee Pang was not present at the beginning of the meeting.

Adoption of Minutes

RESOLUTION 18-76

Upon motion of Trustee Monoson, seconded by Deputy Mayor Sharkey, the following resolution was adopted:

RESOLVED, that the minutes of the Board of Trustees meeting held on September 6, 2018, and unanimously approved, are hereby approved and accepted as presented.

The vote on this resolution was: Mayor Weinberg: Aye Deputy Mayor Sharkey: Aye
Trustee Monoson: Aye Trustee Weston: Aye

Bid 2018-04 - 2018 Freightliner Dump Truck

Bids for purchase of a 2018 Freightliner Dump Truck were opened on Wednesday, September 12, 2018 at 11:00 AM. The bid results were as follows:

DEALER	PRICE	DELIVERY AFTER RECEIPT OF ORDER
Trux, Inc. Long Island Freightliner 1365 Lakeland Avenue Bohemia, NY 11716	\$179,461.00	90-120 days
Gabrielli Truck Sales 880 S. Oyster Bay Road Hicksville, NY 11801	\$188,329.20	250-280 days

RESOLUTION 18-77

Upon motion of Deputy Mayor Sharkey, seconded by Trustee Weston, and unanimously approved, the following resolution was adopted:

RESOLVED, that the Board hereby determines that Trux, Inc. is the lowest responsible bidder substantially meeting all bid specifications, and accepts the bid from Trux Inc., in the amount of \$179,461.00 for the Village's purchase of a 2018 Freightliner Dump Truck;

and it is further

RESOLVED, that the Village Administrator is authorized to issue a purchase order for a 2018 Freightliner Dump Truck in accordance with this resolution.

The vote on this resolution was: Mayor Weinberg: Aye Deputy Mayor Sharkey: Aye
Trustee Monoson: Aye Trustee Weston: Aye

2013 Freightliner is surplus

RESOLUTION 18-78

Upon motion of Trustee Weston, seconded by Trustee Monoson, and unanimously approved, the following resolution was adopted:

RESOLVED, that the 2013 Freightliner Dump Truck, VIN #1FVDCYDT1DHFE3900, is declared surplus and the Superintendent of Public Works is authorized to solicit proposals for the sale of such surplus vehicle.

The vote on this resolution was: Mayor Weinberg: Aye Deputy Mayor Sharkey: Aye
Trustee Monoson: Aye Trustee Weston: Aye

Trustee Pang arrived at 7:32 p.m.

Sexual Harassment Policy

The Board reviewed the draft of the new Sexual Harassment Policy and Complaint Form for the Village of Thomaston. The new policy complies with the current NYS legislation which was adopted in April 2018. The Village of Thomaston Sexual Harassment Policy and Complaint Form are based on the model policy and form provided by New York State.

RESOLUTION 18-79

Upon motion of Trustee Weston, seconded by Trustee Monoson, and unanimously approved, the following resolution was adopted:

RESOLVED, that the Board of Trustees hereby repeals the existing Village of Thomaston Sexual Harassment Policy, as contained within the Village of Thomaston Employee Manual adopted April 13, 2009;

and it is further

RESOLVED, that the Board of Trustees hereby adopts the Village of Thomaston Sexual Harassment Policy and Complaint Form, in the form attached to these minutes;

and it is further

RESOLVED, that the Village of Thomaston Sexual Harassment Policy and Complaint form be inserted into the Village of Thomaston Employee Manual and new copies of the Employee Manual, containing the Sexual Harassment Policy and Complaint Form, as herein adopted, be distributed to all Village of Thomaston Employees.

The vote on this resolution was: Mayor Weinberg: Aye Deputy Mayor Sharkey: Aye
Trustee Monoson: Aye Trustee Pang: Aye
Trustee Weston: Aye

New Business

Public Works report had no updates since the last meeting

Four computers in the Village Hall office are due for replacement. The Village Administrator will purchase the computers through the New York State contract.

Vouchers

RESOLUTION 18-80

Upon motion of Trustee Weston, seconded by Deputy Mayor Sharkey, and unanimously approved, the following resolution was adopted:

RESOLVED, that vouchers, in the aggregate amount of \$78,663.94 (as itemized on the Abstract of Vouchers dated Monday, September 17, 2018), are hereby approved for payment, all allocated to the General Fund.

The vote on this resolution was:	Mayor Weinberg:	Aye	Deputy Mayor Sharkey:	Aye
	Trustee Monoson:	Aye	Trustee Pang:	Aye
	Trustee Weston:	Aye		

A copy of the approved voucher list is attached to these minutes.

Adjournment

At 7:42 p.m., there being no further business, the motion to adjourn was made by Mayor Weinberg, seconded by Trustee Weston, and unanimously approved.

Respectfully Submitted,

Denise M. Knowland
Village Administrator

INC. VILLAGE OF THOMASTON

AUDITED VOUCHERS

September 7 - 17, 2018

Type	Date	Num	Name	Amount
Paycheck	09/07/2018	DD	CATHERINE M PULTOIAN	
Paycheck	09/07/2018	DD	DENISE M KNOWLAND	
Paycheck	09/07/2018	DD	LINDA M EARLEY	
Paycheck	09/07/2018	1341	CHRISTOPHER T SCHICKLER	
Paycheck	09/07/2018	1342	DAVID B DISTILLI	
Paycheck	09/07/2018	1343	GERALD P. UMLAUF	
Paycheck	09/07/2018	1344	NEIL G. HICKS	
Paycheck	09/07/2018	1345	STEVEN G PULSCH	
Paycheck	09/07/2018	1346	WILLIAM MAZURKIEWICZ	
Paycheck	09/07/2018	1347	ANTHONY J CIAPPA	
Check	09/12/2018	1348	GREAT NECK FORD, LLC	30,754.00
Check	09/17/2018	1349	GENERAL CODE	-994.00
Check	09/17/2018	1350	THE BRAKE SERVICE GROUP-NASSAU	-20.00
Check	09/17/2018	1351	MEADOW CARTING CORP	28,669.20
Check	09/17/2018	1352	WEX BANK	-438.80
Check	09/17/2018	1353	FELDMAN LUMBER	-14.39
Check	09/17/2018	1354	OLD VILLAGE TREE SERVICE	-375.00
Check	09/17/2018	1355	TOWN OF NORTH HEMPSTEAD-SWMA	-1,051.66
Check	09/17/2018	1356	NATIONAL GRID	-57.49
Check	09/17/2018	1357	NATIONAL GRID	-39.49
Check	09/17/2018	1358	NATIONAL GRID	-69.24
Check	09/17/2018	1359	NATIONAL GRID	-42.90
Check	09/17/2018	1360	NATIONAL FIRE & SAFETY SOLUTIONS, INC	-63.00
Check	09/17/2018	1361	GENERAL WELDING SUPPLY CORP	-7.00
Check	09/17/2018	1362	ROBERT N. FOWLER	-5,000.00
Check	09/17/2018	1363	FRANCOTYP-POSTALIA, INC.	-129.00
Check	09/17/2018	1364	AIR IDEAL INCORPORATED	-575.00
Check	09/17/2018	1365	NYS EMPLOYEES' HEALTH INSURANCE	-6,612.51
Check	09/17/2018	1366	WATER AUTHORITY OF GREAT NECK NORTH	-35.55
Check	09/17/2018	1367	MELICHAR ELECTRIC, LTD.	-654.50
Check	09/17/2018	1368	MEYER, SUOZZI, ENGLISH & KLEIN, P.C.	-1,740.50
Check	09/17/2018	1369	WINTERS BROS. HAULING OF LI, LLC	-95.00
Check	09/17/2018	1370	LIRO ENGINEERS INC.	-1,225.71
				-
				78,663.94
TOTAL				78,663.94

VILLAGE OF THOMASTON SEXUAL HARASSMENT POLICY

Introduction

The Village of Thomaston is committed to maintaining a workplace free from sexual harassment. Sexual harassment is a form of workplace discrimination. The Village of Thomaston has a zero-tolerance policy for any form of sexual harassment, and all employees are required to work in a manner that prevents sexual harassment in the workplace. This Policy is one component of the Village of Thomaston's commitment to a discrimination-free work environment.

Sexual harassment is against the law. All employees have a legal right to a workplace free from sexual harassment, and employees can enforce this right by filing a complaint internally with Village of Thomaston, or with a government agency or in court under federal, state or local antidiscrimination laws

Policy:

1. Village of Thomaston Policy applies to all employees, applicants for employment, interns, whether paid or unpaid, contractors and persons conducting business with the Village of Thomaston.
2. Sexual harassment will not be tolerated. Any employee or individual covered by this policy who engages in sexual harassment or retaliation will be subject to remedial and/or disciplinary action, up to and including termination.
3. Retaliation Prohibition: No person covered by this Policy shall be subject to adverse employment action including being discharged, disciplined, discriminated against, or otherwise subject to adverse employment action because the employee reports an incident of sexual harassment, provides information, or otherwise assists in any investigation of a sexual harassment complaint. The Village of Thomaston has a zero-tolerance policy for such retaliation against anyone who, in good faith complains or provides information about suspected sexual harassment. Any employee of the Village of Thomaston who retaliates against anyone involved in a sexual harassment investigation will be subjected to disciplinary action, up to and including termination. Any employee, paid or unpaid intern, or non-employee¹ working in the workplace who believes they have been subject to such retaliation should inform a supervisor, manager, or the Mayor. Any employee, paid or unpaid intern or non-employee who believes they have been a victim of such retaliation may also seek compensation in other available forums, as explained below in the section on Legal Protections.
4. Sexual harassment is offensive, is a violation of our policies, is unlawful, and subjects the Village of Thomaston to liability for harm to victims of sexual harassment. Harassers may also be individually subject to liability. Employees of every level who engage in sexual harassment,

¹A non-employee is someone who is (or is employed by) a contractor, subcontractor, vendor, consultant, or anyone providing services in the workplace. Protected non-employees include persons commonly referred to as independent contractors, "gig" workers and temporary workers. Also included are persons providing equipment repair, cleaning services or any other services provided pursuant to a contract with the employer including managers and supervisors who engage in sexual harassment or who knowingly allow such behavior to continue, will be penalized for such misconduct.

5. The Village of Thomaston will conduct a prompt, thorough and confidential investigation that ensures due process for all parties, whenever management receives a complaint about sexual harassment, or otherwise knows of possible sexual harassment occurring. Effective corrective action will be taken whenever sexual harassment is found to have occurred. All employees, including managers and supervisors, are required to cooperate with any internal investigation of sexual harassment.

6. All employees are encouraged to report any harassment or behaviors that violate this policy. The Village of Thomaston will provide all employees a complaint form for employees to report harassment and file complaints.

7. Managers and supervisors are **required** to report any complaint that they receive, or any harassment that they observe to the Mayor or to the Village Administrator.

8. This policy applies to all employees, paid or unpaid interns, and non-employees and all must follow and uphold this policy. This policy must be posted prominently in all work locations and be provided to employees upon hiring.

What is “Sexual Harassment”?

Sexual harassment is a form of sex discrimination and is unlawful under federal, state, and (where applicable) local law. Sexual harassment includes harassment on the basis of sex, sexual orientation, gender identity and the status of being transgender.

Sexual harassment includes unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual’s sex when:

- Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile or offensive work environment, even if the complaining individual is not the intended target of the sexual harassment;
- Such conduct is made either explicitly or implicitly a term or condition of employment; or
- Submission to or rejection of such conduct is used as the basis for employment decisions affecting an individual’s employment.
-

A sexually harassing hostile work environment consists of words, signs, jokes, pranks, intimidation or physical violence which are of a sexual nature, or which are directed at an individual because of that individual’s sex. Sexual harassment also consists of any unwanted verbal or physical advances, sexually explicit derogatory statements or sexually discriminatory remarks made by someone which are offensive or objectionable to the recipient, which cause the recipient discomfort or humiliation, which interfere with the recipient’s job performance.

Sexual harassment also occurs when a person in authority tries to trade job benefits for sexual favors. This can include hiring, promotion, continued employment or any other terms, conditions or privileges of employment. This is also called “quid pro quo” harassment.

Any employee who feels harassed should complain so that any violation of this policy can be corrected promptly. Any harassing conduct, even a single incident, can be addressed under this policy.

Adoption of this policy does not constitute a conclusive defense to charges of unlawful sexual harassment. Each claim of sexual harassment will be determined in accordance with existing legal standards, with due consideration of the particular facts and circumstances of the claim, including but not limited to the existence of an effective anti-harassment policy and procedure.

Examples of sexual harassment

The following describes some of the types of acts that may be unlawful sexual harassment and that are strictly prohibited:

- Physical assaults of a sexual nature, such as
 - Touching, pinching, patting, grabbing brushing against another employee's body or poking another employees' body;
 - Rape, sexual battery, molestation or attempts to commit these assaults.
- Unwanted sexual advances or propositions such as
 - Requests for sexual favors accompanied by implied or overt threats concerning the victim's job performance evaluation, a promotion or other job benefits or detriments
 - Subtle or obvious pressure for unwelcome sexual activities.
- Sexually oriented gestures, noises, remarks, jokes or comments about a person's sexuality or sexual experience, which create a hostile work environment.
- Sexual or discriminatory displays or publications anywhere in the workplace, such as:
 - Displaying pictures, posters, calendars, graffiti, objects, promotional material reading materials or other materials that are sexually demeaning or pornographic. This includes such sexual displays on workplace computers or cell phones and sharing such displays while in the workplace.
- Hostile actions taken against an individual because of that individual's sex, sexual orientation, gender identity and the status of being transgender, such as
 - Interfering with, destroying or damaging a person's workstation, tools or equipment or otherwise interfering with the individual's ability to perform the job;
 - Sabotaging an individual's work;
 - Bullying, yelling, name-calling.

Who can be a target of sexual harassment?

Sexual harassment can occur between any individuals, regardless of their sex or gender. New York Law protects employees, paid or unpaid interns, and non-employees, including independent contractors, and those employed by companies contracting to provide services in the workplace. A perpetrator of sexual harassment can be a superior, a subordinate, a coworker or anyone in the workplace including an independent contractor, contract worker, vendor, client, customer or visitor.

Where can sexual harassment occur?

Unlawful sexual harassment is not limited to the physical workplace itself. It can occur while employees are traveling for business or at employer sponsored events or parties. Calls, texts, emails, and social media usage by employees can constitute unlawful workplace harassment, even if they occur away from the workplace premises or not during work hours.

What is “Retaliation”?

Unlawful retaliation can be any action that would keep a worker from coming forward to make or support a sexual harassment claim. Adverse action need not be job-related or occur in the workplace to constitute unlawful retaliation

Such retaliation is unlawful under federal, state, and (where applicable) local law. The New York State Human Rights Law protects any individual who has engaged in “protected activity.” Protected activity occurs when a person has:

- filed a complaint of sexual harassment, either internally or with any anti-discrimination agency;
- testified or assisted in a proceeding involving sexual harassment under the Human Rights Law or other anti-discrimination law;
- opposed sexual harassment by making a verbal or informal complaint to management, or by simply informing a supervisor or manager of harassment;
- complained that another employee has been sexually harassed; or
- encouraged a fellow employee to report harassment.

Reporting Sexual Harassment

Preventing sexual harassment is everyone’s responsibility. The Village of Thomaston cannot prevent or remedy sexual harassment unless it knows about it. Any employee, paid or unpaid intern or nonemployee who has been subjected to behavior that may constitute sexual harassment is encouraged to report such behavior to a supervisor, manager or the Mayor or to the Village Administrator. Anyone who witnesses or becomes aware of potential instances of sexual harassment should report such behavior to a supervisor, manager, the Mayor or the Village Administrator.

Reports of sexual harassment may be made verbally or in writing. A form for submission of a written complaint is attached to this Policy, and all employees are encouraged to use this complaint form. Employees who are reporting sexual harassment on behalf of other employees should use the complaint form and note that it is on another employee’s behalf.

Employees, paid or unpaid interns or non-employees who believe they have been a victim of sexual harassment may also seek assistance in other available forums, as explained below in the section on Legal Protections.

Supervisory Responsibilities

All supervisors and managers who receive a complaint or information about suspected sexual harassment, observe what may be sexually harassing behavior or for any reason suspect that sexual harassment is occurring, **are required** to report such suspected sexual harassment to the Mayor.

In addition to being subject to discipline if they engaged in sexually harassing conduct themselves supervisors and managers will be subject to discipline for failing to report suspected sexual harassment or otherwise knowingly allowing sexual harassment to continue

Supervisors and managers will also be subject to discipline for engaging in any retaliation

Adoption of this policy does not constitute a conclusive defense to charges of unlawful sexual harassment. Each claim of sexual harassment will be determined in accordance with existing legal standards, with due consideration of the particular facts and circumstances of the claim, including but not limited to the existence of an effective anti-harassment policy and procedure.

Complaint and Investigation of Sexual Harassment

All complaints or information about suspected sexual harassment will be investigated whether that information was reported in verbal or written form. Investigations will be conducted in a timely manner, and will be confidential to the extent possible.

An investigation of any complaint, information or knowledge of suspected sexual harassment will be prompt and thorough, and should be completed within 30 days. The investigation will be confidential to the extent possible. All persons involved, including complainants, witnesses and alleged perpetrators will be accorded due process to protect their rights to a fair and impartial investigation.

Any employee may be required to cooperate as needed in an investigation of suspected sexual harassment. Employees who participate in any investigation will not be retaliated against.

Investigations will be done in accordance with the following steps:

- Upon receipt of complaint, the Mayor or Village Administrator will conduct an immediate review of the allegations and take any interim actions, as appropriate. If complaint is oral, encourage the individual to complete the “Complaint Form” in writing. If he or she refuses, prepare a Complaint Form based on the oral reporting.
- If documents, emails or phone records are relevant to the allegations, take steps to obtain and preserve them.
- Request and review all relevant documents, including all electronic communications.
- Interview all parties involved, including any relevant witnesses;
- Create a written documentation of the investigation (such as a letter, memo or email), which contains the following:
 - A list of all documents reviewed, along with a detailed summary of relevant documents;
 - A list of names of those interviewed, along with a detailed summary of their statements;
 - A timeline of events;
 - A summary of prior relevant incidents, reported or unreported; and
 - The final resolution of the complaint, together with any corrective action(s).
- Keep the written documentation and associated documents in the employer’s records.
- Promptly notify the individual who complained and the individual(s) who responded of the final determination and implement any corrective actions identified in the written document.
- Inform the individual who complained of their right to file a complaint or charge externally as outlined below.

Legal Protections and External Remedies

Sexual harassment is not only prohibited by the Village of Thomaston but is also prohibited by state, federal, and, where applicable, local law.

Aside from the internal process at the Village of Thomaston, employees may also choose to pursue legal remedies with the following governmental entities **at any time**.

Adoption of this policy does not constitute a conclusive defense to charges of unlawful sexual harassment. Each claim of sexual harassment will be determined in accordance with existing legal standards, with due consideration of the particular facts and circumstances of the claim, including but not limited to the existence of an effective anti-harassment policy and procedure.

New York State Division of Human Rights (DHR)

The Human Rights Law (HRL) codified as NY Executive Law, art 15 § 290 et seq., applies to employers in New York State with regard to sexual harassment, and protects employees, paid or unpaid interns and non-employees regardless of immigration status. A complaint alleging violation of the Human Rights Law may be filed either with DHR or in New York State Supreme Court.

Complaints with DHR may be filed any time **within one year** of the harassment. If an individual did not file at DHR, they can sue directly in state court under the HRL, **within three years** of the alleged discrimination. An individual may not file with DHR if they have already filed a HRL complaint in state court.

Complaining internally to the Village of Thomaston does not extend your time to file with DHR or in court. The one year or three years is counted from date of the most recent incident of harassment.

You do not need an attorney to file a complaint with DHR, and there is no cost to file with DHR.

DHR will investigate your complaint and determine whether there is probable cause to believe that discrimination has occurred. Probable cause cases are forwarded to a public hearing before an administrative law judge. If discrimination is found after a hearing, DHR has the power to award relief, which varies but may include requiring your employer to take action to stop the harassment, or redress the damage caused, including paying monetary damages, attorney's fees and civil fines.

DHR's main office contact information is: NYS Division of Human Rights, One Fordham Plaza, Fourth Floor, Bronx, New York 10458, (718) 741-8400, www.dhr.ny.gov

Contact DHR at (888) 392-3644 or visit dhr.ny.gov/complaint for more information about filing a complaint. The website has a complaint form that can be downloaded, filled out, notarized and mailed to DHR. The website also contains contact information for DHR's regional offices across New York State.

United States Equal Employment Opportunity Commission (EEOC)

The EEOC enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act (codified as 42 U.S.C. § 2000e et seq.). An individual can file a complaint with the EEOC anytime within 300 days from the harassment. There is no cost to file a complaint with the EEOC. The EEOC will investigate the complaint, and determine whether there is reasonable cause to believe that discrimination has occurred, at which point the EEOC will issue a Right to Sue letter permitting the individual to file a complaint in federal court.

The EEOC does not hold hearings or award relief, but may take other action including pursuing cases in federal court on behalf of complaining parties. Federal courts may award remedies if discrimination is found to have occurred.

If an employee believes that he/she has been discriminated against at work, he/she can file a "Charge of Discrimination." The EEOC has district, area, and field offices where complaints can be filed. Contact the EEOC by calling 1-800-669-4000 (1-800-669-6820 (TTY)), visiting their website at www.eeoc.gov or via email at info@eeoc.gov

If an individual filed an administrative complaint with DHR, DHR will file the complaint with the EEOC to preserve the right to proceed in federal court

Local Protections

Many localities enforce laws protecting individuals from sexual harassment and discrimination. An individual should contact the county, city or town in which they live to find out if such a law exists. For example, employees

Adoption of this policy does not constitute a conclusive defense to charges of unlawful sexual harassment. Each claim of sexual harassment will be determined in accordance with existing legal standards, with due consideration of the particular facts and circumstances of the claim, including but not limited to the existence of an effective anti-harassment policy and procedure.

who work in New York City may file complaints of sexual harassment with the New York City Commission on Human Rights. Contact their main office at Law Enforcement Bureau of the NYC Commission on Human Rights, 40 Rector Street, 10th Floor, New York, New York; call 311 or (212) 306-7450; or visit www.nyc.gov/html/cchr/html/home/home.shtml

Contact the local Police Department

If the harassment involves physical touching, coerced physical confinement or coerced sex acts, the conduct may constitute a crime. Contact the local police department.

Complaint Form for Reporting Sexual Harassment

Village of Thomaston

New York State Labor Law requires all employers to adopt a sexual harassment prevention policy that includes a complaint form for employees to report alleged incidents of sexual harassment.

If you believe that you have been subject to sexual harassment, you are encouraged to complete this form and submit it to a supervisor, manager or the Mayor. Once you submit this form, your employer must follow its sexual harassment prevention policy and investigate any claims.

If you are more comfortable reporting verbally or in another manner, your employer is still required to follow its sexual harassment prevention policy by investigating the claims as outlined at the end of this form.

For additional resources, visit: ny.gov/combating-sexual-harassment

COMPLAINANT INFORMATION

Name:

Home Address:

Work Address:

Home Phone:

Work Phone:

Job Title:

Email:

Preferred Communication Method:

SUPERVISORY INFORMATION

Immediate Supervisor's Name

Title:

Work Phone:

Work Address:

COMPLAINT INFORMATION:

1. Your complaint of Sexual Harassment is made against:

Name:

Title:

Work Address:

Work Phone:

Relationship to you: Supervisor Subordinate Co-Worker Other

2. Please describe the conduct or incident(s) that is the basis of this complaint and your reasons for concluding that the conduct is sexual harassment. Please use additional sheets of paper if necessary and attach any relevant documents or evidence:

3. Date(s) sexual harassment occurred:

Is the sexual harassment continuing? Yes No

4. Please list the name and contact information of any witnesses or individuals that may have information related to your complaint:

The last two questions are optional, but may facilitate the investigation.

5. Have you previously complained or provided information (verbal or written) about sexual harassment at the Village of Thomaston? If yes, when and to whom did you complain or provide information?

Employees that file complaints with their employer might have the ability to get help or file claims with other entities including federal, state or local government agencies or in certain courts.

6. Have you filed a claim regarding this complaint with a federal, state or local government agency?

Yes No

Have you instituted a legal suit or court action regarding this complaint?

Yes No

Have you hired an attorney with respect to this complaint?

Yes No

I request that the Village of Thomaston investigate this complaint of sexual harassment in a timely and confidential manner as outlined below, and advise me of the results of the investigation.

Signature: _____ *Date:* _____

Instructions for Employers

If you receive a complaint about alleged sexual harassment, you must follow your sexual harassment prevention policy by investigating the allegations through actions such as:

- Speaking with employee
- Speaking with the alleged harasser
- Interviewing witnesses
- Collecting and reviewing any related documents

You should create a written document of the findings of the investigation, along with any corrective actions taken and the employee and the individual(s) against whom the complaint was made. This may be done by email.