

Ada case study

Business



It is defined as any and all unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature (“ Facts about sexual,”). Here at Pompadour, any form of sexual harassment is not and will never be tolerated. This type of conduct not only affects an individual’s employment, it unreasonably interferes with an individual’s work performance, and creates an Intimidating, hostile and offensive work environment.

Some things to remember about sexual harassment are: The victim as well as the harasser may be a woman or a man.

The victim does not have to be of the opposite sex The harasser can be he victim’s supervisor, an agent of the employer, a supervisor in another area, a co- Kowner, or a non-employee The victim does not have to be the person harassed but could be anyone affected by the offensive conduct Unlawful sexual harassment may occur without economic injury to or discharge of the victim The harasser’s conduct must be unwelcome If you feel the unfortunate event of harassment of any type has occurred while you are employed here with Pompadour Inc. It is asked that you report the incident as soon as possible to Human Resources, the Equal Opportunity Office (EEO), or your immediate supervisor. Reports of harassment are kept strictly confidential; also it is our company’s policy to have zero tolerance for retaliation against any employee for reporting any type of harassment or for participating in an inquiry into a report of harassment. Any person who feels that they have been retaliated against due to the filing of a harassment complaint should immediately notify the same offices mentioned above

(HRS, EYE, and the immediate supervisor) about the initial harassment complaint.

Pompadour Inc. Ensures employees that all claims of harassment will be investigated and addressed in a prompt and impartial manner. If it has been determined that harassment has occurred, any employee involved in the act(s) will be subjected to disciplinary action, up to and including termination. Pompadour Inc. Takes pride in our diverse workforce and is committed to providing a non-discriminatory employment environment for its current and future employees.

Discrimination on the basis of a person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information is against Pompadour company policy and prohibited by Title VII of the Civil Rights Act of 1964.

The policy of the Pompadour Inc. is to fully comply with applicable federal, state and local laws in the area of non-discrimination in employment. This is also extended to the areas of hiring, promotion, demotion or transfer, recruitment, discipline, layoff or termination, compensation and company sponsored training.

Any employee who believes he or she has been discriminated against must immediately report any incident to the company's designated EYE Officer.
Americans with Disabilities Pompadour Inc.

Is committed to complying with all applicable provisions of the Americans with Disabilities Act (DAD). It is the Company's policy not to discriminate against any qualified employee or applicant because of disability or perceived disability as long as the employee can perform all essential functions of the Job.