

## **SEXUAL HARASSMENT**

MBTA prohibits sexual harassment in the workplace and in all matters relating to employment. Any employee who believes that he/ she has been subjected to sexual harassment in the employment process or in the workplace may seek prompt redress through the Department of Education's Civil Rights Complaint Procedure for Employees.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.