



## Missouri Highways and Transportation Commission Policies

**Category:** EMPLOYEES  
**Sub-Category:** General  
**Sub-Sub Category:** Harassment

### **HARASSMENT**

Zero tolerance will be granted for acts of harassment based on protected categories, such as gender, race, ethnicity, etc., and shall include, but not be limited to, sexual harassment. Disciplinary action, up to and including termination, will be taken against employees participating in such harassment and/or supervisors who know of such acts and fail to take action to stop them.

Effective Date: November 7, 2013  
Last Reaffirmed: Supersedes Policy Dated:  
Date of Origin: March 6, 1996 – Sexual harassment  
Related Commission Minutes: March 6, 1996 – Sexual harassment; November 7, 2013 – Comprehensive Policy Review.