



Sexual Harassment Policy

DiPietro Excavating Inc. is committed to providing a working environment free from discrimination, and to prohibit harassment of its employees and applicants including sexual harassment. DiPietro Excavating Inc. will implement the policy to fully comply with applicable Federal, State of Ohio, and local laws, rules, and regulations in the area of non-discrimination and harassment of employment.

Sexual Harassment is defined as “ Any unwelcome or unwanted sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature from someone in the workplace that creates discomfort and/or interferes with the job.”
Conduct constitutes harassment when:

-Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment;

-Submission to or rejection of such conduct by an individual is used as the basis for employment decisions and/or retaliation; or

-Such conduct has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

Harassment due to race, religion, sex, sexual harassment, national origin, disability, age or veteran status will not be tolerated in DiPietro Excavating Inc. workplace. Such conduct is subject to discipline, up to and including termination.

Any employee who believes He or She is a victim of sexual harassment must immediately report any incident to the company's designated EEO Officer: *Kathy Hill*

DiPietro Excavating Inc. will not tolerate retaliation against any employee who complains of sexual harassment or provides information in connection with any such complaint.