



## **Council of Municipal Court Judges Sexual Harassment Policy**

*The CMuCJ approved the policy at its Summer Business meeting held June 20, 2020 via Zoom.*

### **HARASSMENT**

It is the policy of the court to maintain a workplace environment free from harassment. The court will not tolerate any form of harassment of or by any employee. The term harassment includes, but is not limited to, offensive language, jokes, or other verbal, graphic, or physical conduct relating to an employee's race, sex, religion, color, national origin, age, or disability which creates for the reasonable person experiencing such harassment an offensive, intimidating, or hostile work environment or which interferes with an individual's job performance. Further, a form of harassment includes retaliation against others for their participation in harassment complaints.

### **SCOPE**

This policy shall apply to all judges, employees of the State of Georgia or any county or city working under the direct supervision and control of judges, and any person having complaints against individuals covered by this policy due to conduct arising out of the work environment. Attorneys not made subject to this policy under the foregoing provision are excluded from its scope.

To review the policy in its entirety, click [here](#).