



STATE OF HAWAII
DEPARTMENT OF TRANSPORTATION
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Deputy Directors
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IN REPLY REFER TO:
OCR 1.8893

Sexual Harassment Policy Statement

The Hawaii Department of Transportation (HDOT) is committed to providing a workplace free from all forms of discrimination, including sexual harassment. Any employee's behavior that fits the definition of sexual harassment is considered a form of misconduct, which may result in disciplinary action, up to and including dismissal. Sexual harassment could also subject HDOT, the State of Hawaii, and in some cases, an individual to substantial civil penalties.

The Department of Human Resources Development's (DHRD) Discrimination/Harassment-Free Workplace Policy (DHRD Policy No. 601.001) prohibits unwanted physical contact, sexually suggestive or offensive touching, patting, hugging, brushing against a person's clothing or body, pinching, hitting, sexual advances, requests for sexual favors, repeated and unwanted attempts at a romantic relationship, sexually explicit questions, comments about physical attributes, lewd descriptions, sexual jokes, pressure for sexual activity (such as repeated requests for dates), and threats for refusing a sexual advance. DHRD's policy also prohibits the displays of demeaning or insulting objects, pictures, or photographs in the workplace.

HDOT's commitment to preventing sexual harassment in its workplace is part of its overall affirmative action efforts pursuant to federal and state laws prohibiting discrimination based on race, color, sex, gender, national origin, ancestry, age, religion, disability, marital status, veteran's status, pregnancy, women breast feeding, sexual preference, gender identification, victims of sexual or domestic abuse, arrest or court records, national guard participation, genetic information, and any other protected characteristic under the law. Specifically, sexual harassment is prohibited by Title VII of the Civil Rights Act of 1964 and the Hawaii Employment Practices Act (HRS §378).

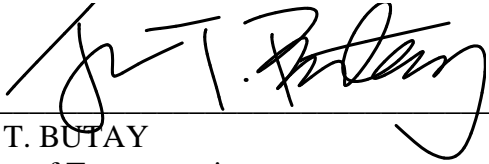
Each employee of HDOT must refrain from sexual harassment in the workplace. No employee, male or female, should be subjected to unsolicited or unwelcome sexual advances or conduct in the workplace.

Supervisors and managers will be held accountable for ensuring that the work environment is free from all forms of sexual harassment. All forms of discrimination and conduct, which can be considered harassing, coercive or disruptive, or which create a hostile or offensive environment, must be eliminated. Instances of sexual harassment will be investigated by the Office of Civil Rights (OCR) in a prompt and effective manner. Supervisors and managers have the responsibility for reporting all claims of workplace harassment, including sexual harassment to OCR.

All employees of HDOT, particularly those in supervisory or management capacity are expected to become familiar with the contents of DHRD Policy No. 601.001 and to abide by the requirements therein.

In the event of any conflict between the statements in this policy statement and DHRD Policy No. 601.001, the DHRD Policy No. 601.001 will govern and control.

Any question of interpretation regarding this Sexual Harassment Policy Statement shall be referred to the HDOT Equal Employment Opportunity Specialist at (808) 831-7917 or via email at HDOT-EEO@hawaii.gov.



JADE T. BUTAY
Director of Transportation

May 20, 2019
DATE