

**PERSONNEL**

**HARASSMENT**

The Diocese of Harrisburg affirms the inherent value of every individual and upholds the respect due to each because of his or her uniqueness as a child of God; therefore, the Diocese is committed to providing for its employers, employees, students and volunteers a working and educational environment which is free from physical, psychological, sexual or verbal harassment.

The Diocese prohibits any form of harassment of or by employers, employees, students or volunteers.

Prompt investigation of allegations of harassment will be made on a confidential basis by the most immediate administrative authority not involved with the allegation to ascertain the veracity of complaints. Any individual who engages in such harassment is subject to discipline, up to and including discharge, depending on the seriousness of the offensive conduct.

Every parish religious education program shall promulgate this policy to all concerned to make it clearly understood that harassment will not be tolerated.

Policy

Adopted: January 12, 1996

NCD/Bishop of Harrisburg