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# TUSCARAWAS COUNTY GENERAL HEALTH DISTRICT

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**Cultural Diversity Policy**

Tuscarawas County Health Department staff will engage in behavior that is respectful of all employees, clients and/or patients of the health department. This includes creating a work environment free of the following:

Discriminatory behavior

Discrimination refers to treating people differently, negatively, or adversely because of one or more of the following prohibited grounds of discrimination: race, color, ancestry, place of origin, political belief, religion, age, sex, sexual orientation, marital status, family status, physical or mental disability, or pardoned criminal conviction.

Personal harassment

Personal harassment includes objectionable conduct, comment, or display made on either a one-time or continuous basis that demeans, belittles, or causes personal humiliation or embarrassment on the part of the recipient. It may or may not be linked to discriminatory behavior.

Poisoned work environment

A poisoned work environment is characterized by an activity or behavior, not necessarily directed at anyone in particular, that creates a hostile or offensive workplace. Examples of a poisoned work environment include but are not limited to: graffiti, sexual, racial or religious insults or jokes.

Any employee in violation of this policy will be subject to discipline at the tier three level which includes a punishment of up to termination.