

Pregnancy Discrimination / Harassment Policy Issued on July 23, 2007

In accordance with the Pregnancy Discrimination Act, an amendment to Title VII of the Civil Rights Act of 1964, the City of Ville Platte prohibits all discrimination on the basis of pregnancy, childbirth, or related medical conditions. Women who are pregnant or affected by related conditions will be treated in the same manner as other applicants or employees with similar abilities or limitations.

The City of Ville Platte shall not retaliate against an individual for opposing employment practices that discriminate based on pregnancy or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under Title VII.

Hiring

The City of Ville Platte shall not refuse to hire a pregnant woman because of her pregnancy, because of pregnancy-related condition or because of prejudices of co-workers, clients, or customers.

Pregnancy and Maternity Leave

The City of Ville Platte shall not single out pregnancy-related conditions for special procedures to determine an employee's ability to work. However, the City requires its employees to submit a doctor's statement concerning their inability to work before granting leave or paying sick benefits, therefore it is required that employees affected by pregnancy-related conditions submit such statements.

If an employee is temporarily unable to perform her job due to pregnancy, the City of Ville Platte shall treat her the same as any other temporarily disabled employee.

Pregnant employees shall be permitted to work as long as they are able to perform their jobs. If an employee has been absent from work as a result of a pregnancy-related condition and recovers, the City of Ville Platte shall not require her to remain on leave until the baby's birth. The City also does not have a predetermined length of time that prohibits an employee from returning to work after childbirth.

The City of Ville Platte shall hold open a job for a pregnancy-related absence the same length of time jobs are held open for employees on sick or disability leave.

Health Insurance

Health insurance provided by the City of Ville Platte and that if offered as a benefit to employees shall cover expenses for pregnancy-related conditions on the same basis as costs for other medical conditions. Pregnancy-related expenses shall be reimbursed exactly as those incurred for other medical conditions. The amounts payable by the insurance provider shall be limited only to the same extent as amounts payable for other conditions. No additional, increased, or larger deductible shall be imposed. The City shall provide the same level of health benefits for spouses of male employees as they do for spouses of female employees.

Fringe Benefits

Pregnancy-related benefits shall not be limited to married employees. If the City of Ville Platte provides any benefits to workers on leave, the City shall provide the same benefits for those on leave for pregnancy-related conditions. Employees with pregnancy-related disabilities shall be treated the same as other temporarily disabled employees for accrual and crediting of seniority, vacation calculation, pay increases, and temporary disability benefits.

Harassment

The City of Ville Platte believes that employees should be able to work in an atmosphere free from all forms of harassment. Therefore, it is the City's policy to prohibit all types of harassment, including but not limited to harassment based on: sex, race, color, religion, national origin, age or disability. This policy extends to every level of the operations of the City, accordingly harassment whether by a fellow employee, customer, guest or a member of management shall not be tolerated. Harassment is verbal or physical conduct that (a) has the purpose or effect of creating an intimidating, hostile or offensive working environment; (b) has the purpose or effect of unreasonable interfering with an individual's work performance; or (c) otherwise adversely affects an individual's employment opportunities.

Acts considered to constitute sexual harassment include, but are not limited to, unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of sexual nature when: (a) submission to such conduct is made a term or condition of an individual's employment; (b) an individual's submission to or rejection of such conduct is used as a basis for an employment decision affecting that individual; or (c) the purpose or effect of such conduct is to substantially interfere with the affected individual's work performance or to create an intimidating, hostile or offensive work environment.

The City of Ville Platte takes allegations of harassment very seriously, and if an employee believes that they are a victim of harassment, they should:

- Notify their supervisor immediately. If their supervisor is somehow involved in the harassment or if they are uncomfortable talking with him/her, the employee should report the matter to any other member of management that they wish.
- Report the matter to Human Resources.

The City shall protect the confidentiality of harassment allegations to the maximum extent possible. All harassment complaints will be actively investigated, and if it is determined that harassment has occurred, instant disciplinary action, up to and including immediate discharge, against the offending party will be taken.