

# Executive Document

This executive document was published in the 01/01/2007, issue, Vol. 2007, No. 1, of the Utah State Bulletin.

## **Governor, Administration: Governor's Executive Order 2006-0012: Prohibiting Unlawful Harassment**

Issued: December 13, 2006

---

### EXECUTIVE ORDER

#### Prohibiting Unlawful Harassment

WHEREAS, unlawful harassment, a form of discrimination, has been defined to be unwanted behavior or communication of a discriminatory nature which adversely affects a person's employment relationships and/or creates a hostile working environment;

WHEREAS, unlawful harassment is discriminatory treatment based on race, religion, national origin, color, sex, age, protected activity or disability;

WHEREAS, the occurrence of unlawful harassment undermines the integrity of the workplace, destroys morale and offends social and legal standards of acceptable behavior; and,

WHEREAS, this administration is committed to providing a workplace which is free from unlawful harassment, intimidation and retaliation of any kind;

NOW, THEREFORE, I, JON M. HUNTSMAN, JR., Governor of the State of Utah, by the authority vested in me by the Constitution and laws of this State, do hereby prohibit unlawful harassment, in any and every workplace in which state employees and employees of public and higher education are required to conduct business. As such I hereby order:

1. The Department of Human Resource Management to issue rules and policies to ensure continued implementation of this order for employees of State government to include a provision that unlawful harassment awareness training and education be mandatory for all employees in State government; and vigorously pursue the implementation of appropriate rules and policies to include imposition of disciplinary actions; education authorities are enjoined to do the same for their organizations;
2. The director of the Department of Human Resource Management to provide State agencies with an appropriate education program for all employees; provide guidelines on agency policy statements and complaint procedures; and provide technical assistance to State and educational authorities when requested;
3. The director of each State department or agency, board of education or institution of higher education to inform all employees of this order forbidding unlawful harassment in their respective departments; inform employees of their

rights; assure access to a complaint system for individuals within their departments consistent with rules issued by the Department of Human Resource Management and the Equal Employment Opportunity Commission guidelines; provide structured training to all managers regarding their responsibility in identifying unlawful harassment and appropriately dealing with complaints and solving related problems; and provide training programs for employees.

This Executive Order supersedes and replaces the order "Prohibiting Sexual Harassment," dated March 17, 1993.

This order shall remain in effect until superseded or rescinded by Executive Order.

IN WITNESS WHEREOF, I have here unto set my hand and cause to be affixed the Great Seal of the State of Utah. Done at the State Capitol Complex in Salt Lake City, Utah, this 13th day of December 2006.

(State Seal)

Jon M. Huntsman, Jr.  
Governor

ATTEST:

Gary R. Herbert  
Lieutenant Governor

2006/0012

---

## Additional Information

Each executive document is published from an electronic version provided by the Governor's Office. Occasionally, special symbols or characters may appear in the original document, e.g., a section character for the word "section", a publishing quote for a regular quote, among others. These special symbols or characters may not translate well across computer systems or applications. In cases where special symbols or characters have been used in the original, the Office of Administrative Rules may substitute the full word or standard character.

For questions regarding the *content* or *application* of this document, please contact the Governor's Office at [801-538-1000](tel:801-538-1000) or at [the Governor's Office's online contact form](#).

Further historical executive documents may be found at the [Office of Administrative Rules' Executive Documents resource](#) or the [Division of Archives and Records Service's Governors' Records research guides](#).