

# Executive Document

## Governor's Executive Order Prohibiting Sexual Harassment.

Issued: March 17, 1993

(Office of Administrative Rules Note: This Executive Order is superseded by [Executive Order 2006-0012](#), issued December 13, 2006.)

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### EXECUTIVE ORDER

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

WHEREAS, sexual harassment is unwelcome sexual statements, gestures, or physical contacts which are objectionable to the recipient; and

WHEREAS, sexual harassment may involve intimidation by persons of either sex against persons of the opposite or same sex; and

WHEREAS, the occurrence of sexual 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 sexual harassment, intimidation and reprisal of any kind;

NOW THEREFORE, I, Michael O. Leavitt, Governor of the State of Utah, by the authority vested in me by the Constitution and laws of this state, do hereby prohibit sexual harassment, which is a form of sex discrimination, in any and every workplace in which state employees and employees of public and higher education are required to conduct business.

IT IS ORDERED that the Department of Human Resource Management issue rules and policies to ensure continued implement option of this order for employees of state government to include a provision that sexual harassment awareness training and education be mandatory for all directors, managers and supervisors 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.

IT IS FURTHER ORDERED that the Director of the Department of Human Resource Management shall: 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.

IT IS FURTHER ORDERED that the director of each state department or agency, board of education or institution of higher education shall: inform all employees of this order forbidding sexual 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; educate and provide structured training for all managers in their responsibility for identifying sexual harassment and appropriately dealing with complaints and solving related problems; and provide awareness programs for employees.

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 in Salt Lake City, Utah, this 17th day of March, 1993.

(State Seal)

Michael O. Leavitt  
Governor

Attest:

Olene S. Walker  
Lieutenant Governor

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