



**DEPARTMENT OF CORRECTIONS  
Human Resources**



<b>Title:</b>	<b>Promotion and Maintenance of a Respectful Workplace</b>	<b>DOC Policy: 20.1.7</b>
<b>Effective:</b>	<b>6/13/19</b>	<b>Supersedes: 1/1/01 (formerly 20.6.1)</b>
<b>Applicability: All employees, volunteers, and contract service providers</b>		
<b>Directives Cross-Reference: State Policies 50.010.01 and 50.010.03, ORS 659A.029, 659A.030 Title VII, Civil Rights Act of 1964</b>		
<b>Attachments: None</b>		

**I. PURPOSE**

To reaffirm the Department of Corrections is committed to a discrimination and harassment free workplace, to outline types of prohibited conduct and procedures for reporting and investigating prohibited conduct.

**II. POLICY**

It is the policy of the Oregon state government that mutual respect between and among managers, employees, temporary employees, and volunteers is integral to the efficient conduct of business. All individuals work together to create and maintain a work environment that is respectful, professional, and free from inappropriate workplace behavior.

The department has adopted the following Department of Administrative Services (DAS), Chief Human Resources Office (CHRO) policies:

[Discrimination and Harassment Free Workplace 50.010.01](#)

[Maintaining a Professional Workplace 50.010.03](#)

**III. IMPLEMENTATION**

This policy shall be adopted immediately without further modification.

Certified: signature on file  
Michelle Mooney, Rules Coordinator

Approved: signature on file  
Heidi Steward, Deputy Director