

MAR 11 1981

EXECUTIVE ORDER NO. 63

LEGISLATIVE REFERENCE
BUREAU

WHEREAS, sexual harassment is unsolicited, deliberate or repeated sexually explicit derogatory statements, gestures or physical contacts which are considered demeaning, humiliating or threatening; and

WHEREAS, it is imperative that all state employees and all students in state operated educational institutions be permitted a work or study atmosphere free from sexual harassment; and

WHEREAS, sexual harassment may involve a person of either sex against a person of the opposite or same sex, and may occur in any employment, service delivery or instructor-student relationship; and

WHEREAS, in some cases, sexual harassment constitutes unlawful sex discrimination for which legal remedies are available under Title VII of the Civil Rights Act of 1964, as amended, and Chapter 111.32(5)(g)4, Wis. Stats.; and

WHEREAS, in all instances, sexual harassment undermines the integrity of the place of work, study or delivery of services, and should be eliminated;

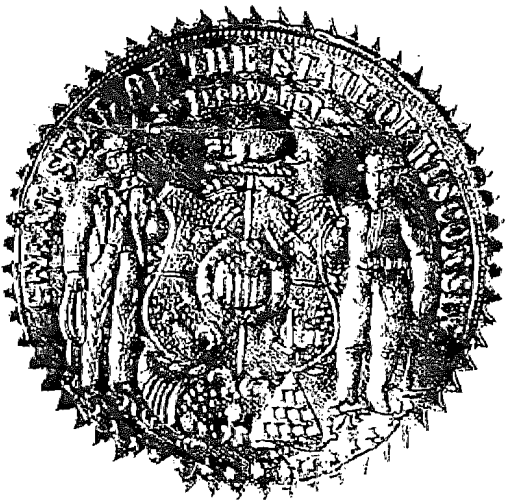
WHEREAS, the Governor's Advisory Office for Women and Family Initiatives' Task Force on Violence Against Women has recommended a clear statement of policy for the State of Wisconsin on sexual harassment;

NOW, THEREFORE, I, LEE SHERMAN DREYFUS, Governor of the State of Wisconsin, do hereby order the pursuit of a program designed to prevent and eliminate sexual harassment in state employment and service delivery, including the University of Wisconsin System. This program shall include the following:

- (1) The Secretary of the Department of Employment Relations shall be responsible for devising and providing a program of training for the affirmative action officers of each state department, board, commission, agency and educational institution which shall include information as to the identification of sexual harassment and the procedures for investigation and resolution of complaints.
- (2) The head of each state department, board, commission, agency and educational institution shall be responsible for:
 - (a) Including in the affirmative action plan a statement of the policy on preventing and eliminating sexual harassment and identifying available complaint procedure(s); and
 - (b) Distributing to all employees appropriate information concerning the nature of sexual harassment, methods by which it may be prevented or eliminated, and avenues through which victims may seek assistance; and
 - (c) Briefing of supervisory or teaching personnel on the problems of sexual harassment and their role in taking corrective action.

- EXECUTIVE DEPARTMENT**
- (3) The head of each state department, board, commission, agency and educational institution shall be responsible for effective compliance with this Order.
 - (4) The Secretary of the Department of Employment Relations shall annually prepare and submit to the Governor a summary of program accomplishments, plans for the future, and recommended actions.

I am hereby directing the Secretary of the Department of Employment Relations to prepare procedures for the full implementation of this Order.



IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Wisconsin to be affixed. Done at the Capitol in the City of Madison this 3rd day of March in the year of Our Lord, one thousand nine hundred eighty-one.

LEE SHERMAN DREYFUS

By the Governor:

VEL R. PHILLIPS
Secretary of State