GRATIOT COUNTY BOARD OF COMMISSIONERS

RESOLUTION TO APPROVE HARASSMENT IN THE WORKPLACE POLICY

RESOLUTION NUMBER 26-442

ADOPTED JULY 21, 2026

WHEREAS Gratiot County is committed to providing a work environment where all employees are treated with dignity and respect consistent with requirements of the Elliott-Larsen Civil Rights Act (MCL 37.2103(i)), the Civil Rights Act of 1964 (42 U.S.C. § 2000e–3), the Age Discrimination in Employment Act (29 U.S.C. § 623), and the Americans with Disabilities Act (42 U.S.C. § 12101); and

WHEREAS harassment in the workplace based upon race, creed, color, sex, age, national origin, religion, marital status, height, weight, disability, sexual orientation, gender identity or any other protected status will not be tolerated, whether committed by or directed toward co-workers, supervisors, vendors/consultants, or those persons receiving services from the County; and

WHEREAS harassment of others in the workplace is destructive to a good working relationship and is counterproductive to the County's goal of providing outstanding services to the public; and

WHEREAS it is the responsibility of every employee to ensure that Gratiot County maintains a fair and effective work environment that is free from harassment.

THEREFORE, BE IT RESOLVED, that the Gratiot County Board of Commissioners hereby adopts the attached Harassment in the Workplace Policy.

BE IT FURTHER RESOLVED that this policy supersedes all previous Harassment in the Workplace policies and/or past practices which are hereby rescinded.

BE IT FURTHER RESOLVED that this policy shall have immediate effect.

The resolution set forth was offered by Commissioner Gay and supported by Commissioner Sopocy.

A majority of the members-elect having approved such resolution deems the resolution APPROVED.

STATE OF MICHIGAN)
)ss
COUNTY OF GRATIOT)

I certify that the foregoing is a true and accurate copy of the resolution adopted by the Gratiot County Board of Commissioners, that such resolution was duly adopted at a regular meeting held on the 21st day of July 2026, and that notice of such meeting was given as required by law.

Angie Thompson

Angie Thompson, Gratiot County Clerk

