

BOARD OF WATER SUPPLY NON-DISCRIMINATION STATEMENT

As an employer, the Board of Water Supply will not tolerate any unlawful discrimination of any employee due to the employee's:

- Race
- Color
- Ancestry
- National origin
- Sex
- Sexual orientation
- Gender identity or expression
- Age
- Religion
- Disability
- Marital status
- Pregnancy
- Breastfeeding activities
- Domestic or sexual violence victim status
- Assignment of income for child support obligations
- Arrest and court record
- Veteran's status
- National Guard participation
- Genetic information

The Board of Water Supply will not refuse to hire or employ, bar or discharge any individual from employment, or otherwise discriminate against an individual in their compensation, terms, conditions, or privileges of employment because of a protected status under federal, state, or city law to include those statuses and activities as listed above.

Unwelcome or offensive conduct generated because of one's protected status or activity is also prohibited. When any form of unwelcome conduct has the purpose or effect of creating an intimidating, hostile, or offensive working environment; has the purpose or effect of unreasonably interfering with an individual's work performance; or otherwise adversely affecting an individual's employment opportunities, such conduct may be a violation of civil rights laws and will not be tolerated.

Harassment may include many forms of offensive behavior, including but not limited to:

1. Verbal harassment, such as racial or sexual (or because of any other protected status or activity) epithets, derogatory comments, jokes or slurs;
2. Physical harassment, such as touching, assaulting, impeding or blocking movement;
3. Visual forms of harassment, such as displaying racial or sexual (or because of any other protected status or activity) images, derogatory posters, cartoons or drawings, or transmitting emails that are offensive; and

The Board of Water supply is committed to ensure that retaliation is also prohibited. It is unlawful to discharge, expel, or otherwise discriminate against an individual because the individual has opposed any discrimination, filed a complaint, testified, or assisted in a proceeding regarding discrimination.

Discrimination, harassment, and/or retaliation will not be tolerated. Such conduct or complaints of such conduct shall be immediately brought to the attention of any division administrator, branch head, section head, or the BWS Human Resources Equal Employment Officer (ext. 5160). All complaints and reports alleging discrimination, harassment, or retaliation will be reviewed and investigated, if applicable. Appropriate responsive action will be taken to prevent recurrence of prohibited conduct. Appropriate action, including disciplinary action as applicable, will be taken against any employee who is found to have engaged in discriminatory conduct. Disciplinary action may include discharge.


If you believe you have been discriminated against due to any of the protected areas listed above or if you have questions concerning a suspected discriminatory practice, please notify a division administrator, branch head, section head, BWS Human Resources Office, or any of the following outside resources:

City and County of Honolulu
Equal Opportunity Office
650 S. King Street, 10th Floor
Honolulu, Hawai'i 96813
Phone: (808) 768-8505
Fax: (808) 768-8490

www.honolulu.gov/hr/equalopportunity.htm

Hawai'i Civil Rights Commission
830 Punchbowl Street, Rm. 411
Honolulu, Hawai'i 96813
Phone: (808) 586-8636
Fax: (808) 586-8655
www.hawaii.gov/labor/hcrc

Equal Employment Opportunity
Commission
Prince Kuhio Building
300 Ala Moana Blvd., Rm. 7-127
P.O. Box 50082
Honolulu, Hawai'i 96850
Phone: (808) 541-3118
Fax: (808) 541-3390
www.eeoc.gov


ERNEST Y.W. LAU, P.E.
Manager and Chief Engineer


Date