

Approved 11/16/05

**Old Rochester Community Television, Inc.**

**Non-Discrimination Policy**

Old Rochester Community Television, Inc. (ORCTV) affirms the right of equal employment opportunity for all persons, regardless of race, color, religion, gender, sexual preference, national origin, age, or disability.

As a result of the enactment of M.G.L. Chapter 151B, Section 3A., "An Act Relative to Sexual Harassment and Training in the Workplace", all corporations with six or more employees doing business in Massachusetts are required to adopt sexual harassment policies. ORCTV Inc. is committed to providing a professional work environment in which all individuals are treated equally with respect and dignity. In keeping with this commitment, ORCTV Inc. strives to create an atmosphere that promotes equal opportunities and prohibits discriminatory practice including sexual harassment.

Sexual harassment, whether verbal, physical, or environmental and whether in the work place or in other work-related settings, is unlawful and unacceptable. Sexual harassment will not be tolerated. Similarly, any retaliation against an individual who complains about sexual harassment, or against individuals who cooperate with an investigation of a sexual harassment complaint, is unlawful and also will not be tolerated.

This policy covers all employees. For the purpose of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of sexual nature, when; (1) submission to or rejection of this conduct by an individual is made a condition of employment; or (2) submission to or rejection of this conduct is used as a factor in decisions affecting hiring, evaluation, promotion or other aspects of employment; or (3) this conduct substantially interferes with an individual's employment by creating an intimidating, hostile or offensive environment.