

DISCLAIMER:

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1

00:00:15.780 --> 00:00:16.890

Paul Baxter: That's what you need. Thank you.

2

00:00:19.980 --> 00:00:24.090

Jacquie's Laptop: Get a little picture out of here movie is it over there. Okay, well, but no. Alrighty.

3

00:00:27.000 --> 00:00:36.960

Jacquie's Laptop: Let's training program is compliant with the requirements specified in the New York State sexual harassment legislation and it covers all forms of discrimination as well as sexual harassment.

4

00:00:51.450 --> 00:00:52.380

To me.

5

00:01:22.500 --> 00:01:23.490

Jacquie's Laptop: Let me do this.

6

00:01:25.320 --> 00:01:26.190

Jacquie's Laptop: Sorry, guys.

7

00:01:49.980 --> 00:01:50.280

Jacquie's Laptop: Pencil

8

00:01:59.250 --> 00:01:59.820

Jacquie's Laptop: Share

9

00:02:02.070 --> 00:02:02.850

Jacquie's Laptop: A little disturbed.

10

00:02:43.980 --> 00:02:44.340

Jacquie's Laptop: Here.

11

00:02:46.440 --> 00:02:47.460

Jacquie's Laptop: Okay, you kidding me.

12

00:02:50.970 --> 00:02:52.080

Jacquie's Laptop: Oh my goodness.

13

00:02:58.560 --> 00:03:09.030

Jacquie's Laptop: This training program is compliant with the requirements specified in New York State sexual harassment legislation and it covers all forms of discrimination as well as sexual harassment.

14

00:03:11.040 --> 00:03:27.690

Jacquie's Laptop: The objectives are, we're going to discuss prohibited conduct, including sexual harassment discussed internal complaint procedure and reporting options and external reporting options discuss internal investigations and possible outcomes.

15

00:03:28.740 --> 00:03:40.470

Jacquie's Laptop: Review employee responsibilities review supervisor responsibilities and answer general questions and questions regarding policy against discrimination and harassment.

16

00:03:42.990 --> 00:03:48.210

Jacquie's Laptop: Everyone has a right to come to work and be treated with dignity and respect. It's on all of us.

17

00:03:59.820 --> 00:04:03.450

Jacquie's Laptop: Discriminating claims tend to increase as unemployment increases.

18

00:04:05.130 --> 00:04:15.060

Jacquie's Laptop: The Americans with Disabilities Act, you know, reasonable accommodations. Be careful of discrimination based on age pregnancy and other basis.

19

00:04:16.830 --> 00:04:27.360

Jacquie's Laptop: The US Equal Employment Opportunity Commission which enforces federal civil rights laws has made clear its position that employers may not prevent older workers.

20

00:04:27.750 --> 00:04:37.560

Jacquie's Laptop: Are pregnant workers from returning to work if they wish to do so, even if the employer believes it is acting protect more Vernon vulnerable workers from risk.

21

00:04:39.810 --> 00:04:42.810

Jacquie's Laptop: And harassment based on original design and race.

22

00:04:46.500 --> 00:04:58.440

Jacquie's Laptop: And that new law for this year that was effective in February 8 New York State human rights law will apply to all New York employers, no matter work for size.

23

00:04:59.100 --> 00:05:16.230

Jacquie's Laptop: Will protect nine employees service providers such as independent contractors consultants and vendors, from all forms of unlawful discrimination and harassment based on any protected characteristic under the New York State's human rights law.

24

00:05:19.470 --> 00:05:21.240

Jacquie's Laptop: He's a significant laws.

25

00:05:22.350 --> 00:05:31.950

Jacquie's Laptop: Title seven of the Civil Rights Act of 1964 net prohibits discrimination based on race, color, religion, sex and national origin.

26

00:05:33.030 --> 00:05:34.740

Jacquie's Laptop: And prohibits retaliation

27

00:05:35.850 --> 00:05:47.850

Jacquie's Laptop: the Pregnancy Discrimination Act prohibits discrimination based on pregnancy, childbirth or medical condition related to pregnancy or childbirth and that also for habits retaliation

28

00:05:49.200 --> 00:05:55.890

Jacquie's Laptop: Age Discrimination and Employment Act prohibits discrimination based on age over 40 years

29

00:05:57.840 --> 00:05:58.140

Jacquie's Laptop: Old

30

00:06:00.000 --> 00:06:01.890

Jacquie's Laptop: And prohibits retaliation also

31

00:06:03.150 --> 00:06:10.470

Jacquie's Laptop: Americans with Disabilities Act prohibits discrimination based on disability and prohibits retaliation

32

00:06:12.840 --> 00:06:19.650

Jacquie's Laptop: Equal Pay Act prohibits payment of different wages to men and women as they perform equal work in the same workplace.

33

00:06:20.910 --> 00:06:31.590

Jacquie's Laptop: The Genetic Information Non Discrimination Act prohibits discrimination based on genetic information Gooding genetic tests, family members, genetic tests.

34

00:06:31.800 --> 00:06:33.150

And family medical halfway

35

00:06:34.800 --> 00:06:48.870

Jacquie's Laptop: And the New York State human rights law prohibits discrimination based on race, color, gender, religion, religious creed sex familiar marital status, age, national origin, or ancestry.

36

00:06:50.370 --> 00:07:02.610

Jacquie's Laptop: Physical or medical disability genetic information predisposition or carrier status military or veteran status, sexual orientation.

37

00:07:03.150 --> 00:07:10.410

Jacquie's Laptop: Self identified are perceived sex gender expression gender identity and the status of being

38

00:07:11.040 --> 00:07:26.490

Jacquie's Laptop: Trans gender pregnancy, including childbirth in and related medical conditions and including medical conditions related to lactation citizenship and domestic violence victim status and how long prohibit retaliation

39

00:07:30.900 --> 00:07:31.680

Jacquie's Laptop: Protecting

40

00:07:35.280 --> 00:07:41.640

Jacquie's Laptop: Protected statuses race, color, gender, religion,

41

00:07:43.230 --> 00:07:53.520

Jacquie's Laptop: Creed sex pregnancy, sexual orientation, self identified or Proceed, proceed sex and gender identity.

42

00:07:54.540 --> 00:07:55.770

Jacquie's Laptop: Gender expression.

43

00:07:56.820 --> 00:08:03.420

Jacquie's Laptop: Transgender status, national origin, or ancestry citizenship age.

44

00:08:04.440 --> 00:08:20.010

Jacquie's Laptop: Disability military or veteran status, marital status, familial status criminal or her rest history genetic predisposition or carrier status in domestic violence victim status.

45

00:08:24.810 --> 00:08:25.920

Jacquie's Laptop: What is harassment.

46

00:08:27.510 --> 00:08:41.610

Jacquie's Laptop: Hostile Environment unwelcome conduct of a whatever protected status. It is a nature hostile actions taken against an individual because of an individual's protected status.

47

00:08:42.450 --> 00:08:55.440

Jacquie's Laptop: In general. Examples include displays or publications in the workplace jokes noises gestures nicknames comments on personal appearance.

48

00:08:55.950 --> 00:09:13.950

Jacquie's Laptop: Touching and other physical acts or assaults interfering with an individual workstation, or equipment or sabotaging and individuals work and somebody example or supervisor to a subordinate another employee to another employee a third party to an employee.

49

00:09:16.470 --> 00:09:17.580

Jacquie's Laptop: What is harassment.

50

00:09:19.170 --> 00:09:20.310

Jacquie's Laptop: Quid pro quo.

51

00:09:21.630 --> 00:09:26.550

Jacquie's Laptop: This for that or something for something a form of sexual harassment.

52

00:09:27.690 --> 00:09:32.010

Jacquie's Laptop: And the supervisor to a subordinate sex or gender parties irrelevant.

53

00:09:35.040 --> 00:09:36.090

Jacquie's Laptop: Sexual harassment.

54

00:09:37.350 --> 00:09:49.050

Jacquie's Laptop: Harassment, on the basis of sex, sexual orientation, self identified or perceived sex gender expression gender identity and the status of being transgender

55

00:09:50.160 --> 00:09:56.280

Jacquie's Laptop: Sex stereotyping harassing a person because she or he does not conform to gender.

56

00:10:04.890 --> 00:10:18.840

Jacquie's Laptop: unwanted sexual advances propositions sexual comments noises gestures or jokes sexual or discriminatory displays or publications such as pictures posters calendars.

57

00:10:19.560 --> 00:10:37.800

Jacquie's Laptop: Graffiti objects promotional material reading materials or other materials that are sexually demeaning before graphic, including displaying in hard copy or on computers or cell phones in the workplace and physical act of a sexual nature.

58

00:10:42.960 --> 00:10:45.390

Jacquie's Laptop: Work in workplace sexual harassment occur.

59

00:10:46.830 --> 00:10:59.550

Jacquie's Laptop: Whenever and wherever employees are fulfilling their work responsibilities, including employer sponsored events, conferences office parties off site or during non work hours.

60

00:11:06.570 --> 00:11:08.340

Jacquie's Laptop: Please answer the question on the screen.

61

00:11:10.200 --> 00:11:12.270

Jacquie's Laptop: Oh, there is no I guess we can skip that one.

62

00:11:14.730 --> 00:11:16.230

Jacquie's Laptop: What is retaliation

63

00:11:17.400 --> 00:11:23.610

Jacquie's Laptop: The anti discrimination statutes prohibit discrimination against an employee or job applicant.

64

00:11:24.270 --> 00:11:42.570

Jacquie's Laptop: Or against the closely associated third party because here. He has opposed to practice the anti discrimination statutes forever or has made a charge testified assisted or participating in a discrimination investigation proceeding, or hearing

65

00:11:44.100 --> 00:11:51.990

Jacquie's Laptop: The standard of adverse action that will might have just waited a reasonable worker for making are supporting a charge of discrimination.

66

00:11:56.040 --> 00:12:05.610

Jacquie's Laptop: Retaliation is any action taken to alter and employees terms and conditions of employment, such as an emotion or harmful work schedule or location change.

67

00:12:06.870 --> 00:12:18.090

Jacquie's Laptop: Retaliation can be adverse action taken by the employer or the could have the effect of discouraging an employee from making a complaint against harassment or discrimination.

68

00:12:19.440 --> 00:12:28.710

Jacquie's Laptop: And the negative action need not be job related or for in the workplace and they occur after the end of employment, such as an unwarranted negative reference

69

00:12:31.050 --> 00:12:44.490

Jacquie's Laptop: And these are the land, a land mines waiting to explain touching work related off premises conduct nicknames dating social media jokes and comments on personal appearance.

70

00:12:47.010 --> 00:12:48.060

Jacquie's Laptop: Any question.

71

00:12:56.520 --> 00:13:03.270

Jacquie's Laptop: And then these are some of the questions that they asked sexual harassment is only between the last word. This

72

00:13:06.150 --> 00:13:06.570

False.

73

00:13:07.920 --> 00:13:10.650

Jacquie's Laptop: What I do off duty can't be considered harassment.

74

00:13:13.980 --> 00:13:18.090

Jacquie's Laptop: Sexual harassment has to be between opposite sexes.

75

00:13:20.190 --> 00:13:21.660

Jacquie's Laptop: Then can't be victims.

76

00:13:24.240 --> 00:13:29.280

Jacquie's Laptop: Unless the person tells me out, it's offensive. I don't have to stop and it's not harassment.

77

00:13:30.660 --> 00:13:31.020

Jacquie's Laptop: Falls.

78

00:13:32.310 --> 00:13:37.080

Jacquie's Laptop: And so, as always done that for years. Everyone knows that the job and he doesn't mean anything.

79

00:13:38.310 --> 00:13:38.520

That's

80

00:13:42.690 --> 00:13:54.510

Jacquie's Laptop: The complaint procedure properly report to conduct directly informed person engaging and offensive conduct to stop if comfortable doing so. But it's not required.

81

00:13:55.620 --> 00:14:07.110

Jacquie's Laptop: And you complete it reporting forum is preferred but not required cooperate in an investigation provide information and our evidence

82

00:14:09.690 --> 00:14:17.190

Jacquie's Laptop: Then the employer will investigate all claims of discrimination and harassment whether report in writing or verbally.

83

00:14:18.660 --> 00:14:21.900

Jacquie's Laptop: The investigation will be conducted and completed properly.

84



00:14:23.070 --> 00:14:25.950

Jacquie's Laptop: interim measures may be taken as necessary.

85

00:14:27.630 --> 00:14:32.100

Jacquie's Laptop: The investigation will be kept this confidential as possible under the circumstances.

86

00:14:33.360 --> 00:14:38.100

Jacquie's Laptop: All employees are required to cooperate as needed it in an investigation.

87

00:14:39.720 --> 00:14:40.470

Jacquie's Laptop: The complaint.

88

00:14:41.490 --> 00:14:50.190

Jacquie's Laptop: And the accused individuals are notified of the final determination and as applicable that appropriate corrective action has been taken.

89

00:14:52.290 --> 00:15:11.430

Jacquie's Laptop: And the possible outcome there no prohibitive can conduct found or else I did find that there was prohibited conduct and so we reassignment counseling discipline, up to and including immediate termination training and employee assistance programs.

90

00:15:13.020 --> 00:15:14.520

Jacquie's Laptop: What do we have here in the bowl. Nothing.

91

00:15:19.980 --> 00:15:30.750

Jacquie's Laptop: We've had these questions before. So how would you handle this. Right. So our responsibilities are to treat all co workers and third parties professionally and with dignity and respect.

92

00:15:32.280 --> 00:15:38.310

Jacquie's Laptop: Read ask questions and understand the employers policy against discrimination and harassment.

93

00:15:39.780 --> 00:15:42.480

Jacquie's Laptop: Commit to policies by word and example.

94

00:15:43.590 --> 00:15:52.050

Jacquie's Laptop: Stop and or report potentially offensive behavior cooperate and investigations and prevention initiatives.

95

00:15:53.880 --> 00:15:59.100

Jacquie's Laptop: And supervisor responsibility is to treat all employees with dignity and respect.

96

00:16:00.570 --> 00:16:07.080

Jacquie's Laptop: Provide a good example why your own conduct intercede to stop potentially offensive behavior.

97

00:16:08.340 --> 00:16:13.740

Jacquie's Laptop: Take necessary immediate corrective action in response to inappropriate behavior.

98

00:16:15.150 --> 00:16:22.020

Jacquie's Laptop: Assist employees regarding anti discrimination and harassment policies, including complaint procedures.

99

00:16:25.710 --> 00:16:30.720

Jacquie's Laptop: Report to compliance officers any discrimination and harassment retaliation reported or

100

00:16:32.700 --> 00:16:41.730

Jacquie's Laptop: Encourage employee cooperation and discrimination and harassment investigations and prevention initiatives insure against retaliation

101

00:16:42.300 --> 00:16:54.900

Jacquie's Laptop: Know supervisors will be evaluated in or discipline or discriminatory harassing and retaliate er retaliatory conduct and or on the basis of their action or failure to act.

102

00:16:57.510 --> 00:17:02.850

Jacquie's Laptop: Happened thing. Don't do it. Don't say it, don't tolerate it.

103

00:17:06.120 --> 00:17:10.920

Jacquie's Laptop: And we have the additional protections and remedies in New York State division of human rights.

104

00:17:12.270 --> 00:17:19.860

Jacquie's Laptop: complainant alleged violation of the human rights laws, maybe file either when the D HR or in the New York State Supreme Court.

105

00:17:21.360 --> 00:17:30.630

Jacquie's Laptop: complaints of harassment or discrimination may be filed with the HR anytime within one year of the alleged sexual assault sexual harassment.

106

00:17:31.590 --> 00:17:50.850

Jacquie's Laptop: Effective august 2020 sexual harassment complaint, maybe file within three years, you do not need to have an attorney to file and then for more information. But as a www dot DHL dot New York that have website and they'll tell you what you need to do.

107

00:17:52.230 --> 00:17:57.270

Jacquie's Laptop: And there's also the United States. Equal Employment Opportunity Commission.

108

00:17:58.320 --> 00:18:09.330

Jacquie's Laptop: Any individual can file a complaint with the EEOC anytime within 300 days from the alleged sexual harassment, you do not need to have an attorney to file.

109

00:18:10.470 --> 00:18:18.600

Jacquie's Laptop: A complaint must be filed with the Voc before you can file in Federal court. Then there's more information on their website.

110

00:18:20.700 --> 00:18:28.680

Jacquie's Laptop: And the local protections. Many localities enforce laws protecting individuals from sexual harassment and discrimination.

111

00:18:29.730 --> 00:18:34.980

Jacquie's Laptop: Pound panty actor county, city or town to find out if laws exist.

112

00:18:36.630 --> 00:18:47.730

Jacquie's Laptop: Wrestling may constitute a crime if it involves things like physical touching who are physical confinement or course sex acts and contact your local police department.

113

00:18:51.870 --> 00:19:09.150

Jacquie's Laptop: In any questions or you can just contact the New York State sure on the 300 days where they just didn't make it like a year. I don't know. You know, it's funny that come off again. But that's really the state levels, all of a sudden, I think so.

114

00:19:12.870 --> 00:19:13.890

Like a year.

115

00:19:19.020 --> 00:19:22.950

Jacquie's Laptop: Equal Employment thing for the 300 days, but you have a year in

116

00:19:24.240 --> 00:19:25.260

Jacquie's Laptop: New York State division.

117

00:19:43.770 --> 00:19:46.470

Jacquie's Laptop: Any of our other outside people have any questions.

118

00:19:51.060 --> 00:19:51.960

Jacquie's Laptop: I guess that's it.

119

00:19:53.370 --> 00:19:58.050

Jacquie's Laptop: And who we have on here. Don and virgin, are those the only two outside participants.

120

00:20:02.310 --> 00:20:02.700

Jacquie's Laptop: All right.

121

00:20:03.930 --> 00:20:06.180

Jacquie's Laptop: And she can hear us.

122

00:20:06.840 --> 00:20:07.710

Bridget's iPhone: I can hear you.

123

00:20:09.300 --> 00:20:14.850

Jacquie's Laptop: So I think that's about it already heard, well that's it done. Okay, thank you.

124

00:20:15.660 --> 00:20:16.380

Bridget's iPhone: Thank you.

125

00:20:17.700 --> 00:20:19.410

Jacquie's Laptop: Bye I bridge it

126

00:20:20.010 --> 00:20:20.580

Right.