

**EXECUTIVE ORDER NO. 3 OF 2018**

WHEREAS, the 2019 New York State Budget included the nation's strongest and most comprehensive sexual harassment requirements, and

WHEREAS, under this new law every employer in New York State is required to establish a sexual harassment prevention policy, and

WHEREAS, the New York Department of Labor in consultation with the New York Division of Human Rights has established a model sexual harassment prevention policy for employers to adopt, and

WHEREAS, Broome County wishes to adopt the State Model Policy in place of its current sexual harassment prevention policy,

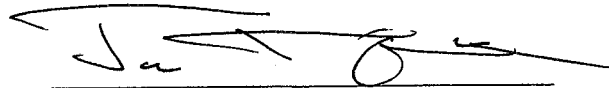
NOW THEREFORE, I Jason T. Garnar, County Executive of the County of Broome, by virtue of the authority vested in me by the Constitution and Laws of the State of New York and the Charter of Broome County, hereby declare that it is

ORDERED, that in accordance with the Laws of the State of New York the County adopts the Model Sexual Harassment Prevention Policy and Complaint Form created by the State of New York attached hereto as Exhibit A and B, and it is further

ORDERED, that the Personnel Department is directed to distribute the model policy to department heads and County employees, and it is further

ORDERED, that this Executive Order shall take effect immediately and shall remain in effect until otherwise superseded or revoked.

Dated: October 9, 2018  
Binghamton, New York



JASON T. GARNAR  
BROOME COUNTY EXECUTIVE