

THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE DEPARTMENT  
STATE HOUSE, BOSTON 02133

By His Excellency

MICHAEL S. DUKAKIS  
GOVERNOR

EXECUTIVE ORDER NO. 240

SEXUAL HARASSMENT

(Revising and Amending E.O. #200)

WHEREAS, Amendment Article 106 of the Constitution of the Commonwealth requires that equality under the law shall not be denied or abridged because of sex; and

WHEREAS, Section four of Chapter one hundred and fifty-one B of the General Laws prohibits discrimination in the conditions of employment on the basis of sex; and

WHEREAS, sexual harassment undermines the integrity of the workplace and the personal dignity of the individual; and

WHEREAS, sexual harassment may involve a person of either sex against a person of the same or opposite sex; and

WHEREAS, it is the policy of the Commonwealth to prevent and eliminate sexual harassment in state employment, to ensure that state employees are permitted to work in an atmosphere free from sexual harassment;

NOW, THEREFORE, I, Michael S. Dukakis, Governor of the Commonwealth of Massachusetts, by virtue of the authority vested in me as Supreme Executive Magistrate, do hereby order as follows:

The Executive Office of Administration and Finance shall establish a policy to facilitate the elimination of sexual harassment from public employment in the Commonwealth. Said policy shall direct all state agencies under all Executive Offices, the Board of Regents of Higher Education and the Board of Education to promulgate and implement rules for the adjudication of complaints of sexual harassment received from their employees. The Executive Office of Administration and Finance shall also promulgate a model set of said rules, which all agencies subject to this Executive Order shall either adopt, or if an agency deems it necessary an agency shall promulgate within one hundred and eighty days of this Executive Order, its own rules, which shall be consistent with the policy established by the Executive Office of Administration and

Finance. Said policy established by the Executive Office of Administration and Finance and the rules adopted by the agency shall be posted by every state agency, appointing authority, board, commission, or office subject to this order. This order shall take effect immediately.

Given at the Executive Chamber in Boston this 4th day of June in the year of our Lord one thousand nine hundred and eighty-four, and of the Independence of the United States of America two hundred and nine.

MICHAEL S. DUKAKIS  
GOVERNOR  
Commonwealth of Massachusetts

MICHAEL JOSEPH CONNOLLY  
SECRETARY OF THE COMMONWEALTH

GOD SAVE THE COMMONWEALTH OF MASSACHUSETTS