

STATE OF MISSISSIPPI

Office of the Governor



EXECUTIVE ORDER 1392

WHEREAS, sexual harassment will not be tolerated, especially in the workplace where it creates a hostile and offensive work environment; and

WHEREAS, sexual harassment can include unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature; and

WHEREAS, a sexual harassment training course can help create a safe work environment by training employees on what is considered sexual harassment, how to prevent sexual harassment, and how to respond to an instance of sexual harassment; and

WHEREAS, in order to properly address and prevent sexual harassment, it is necessary for all employees of the State of Mississippi to be trained on sexual harassment awareness and prevention;

NOW, THEREFORE, I, Phil Bryant, Governor of the State of Mississippi, pursuant to the authority vested in me under the Constitution and laws of the State of Mississippi, do hereby order that all employees of the State of Mississippi shall complete the Sexual Harassment Awareness and Prevention Training Course offered by the Mississippi State Personnel Board (MSPB).

IT IS FURTHER ORDERED that the Mississippi Department of Finance and Administration (DFA) will issue a guidance memo within seven days after the issuance of this order explaining the process and procedure for completion of the Sexual Harassment Awareness and Prevention Training Course.

IT IS FURTHER ORDERED that all employees of executive agencies shall complete the Sexual Harassment Awareness and Prevention Training Course through Mississippi's Accountability System for Government Information (MAGIC) portal, unless otherwise directed by DFA.

IT IS FURTHER ORDERED that all employees of all other agencies, boards, and commissions shall complete the Sexual Harassment Awareness and Prevention Training Course online at <http://www.mspb.ms.gov/sexual-harassment-awareness-and-prevention-elearning.aspx>, unless otherwise directed by DFA.

IT IS FURTHER ORDERED that agency heads shall ensure that all of their employees complete the Sexual Harassment Awareness and Prevention Training Course.

IT IS FURTHER ORDERED that agency heads shall submit a report to the Governor's Office in accordance with DFA's guidelines, certifying and evidencing that all of their employees have completed the Sexual Harassment Awareness and Prevention Training Course by June 30, 2017.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Mississippi to be affixed.

DONE in the City of Jackson, on the 9th day of January in the year of our Lord, two thousand and seventeen, and of the independence of the United States of America, the two hundred and forty-first.



Handwritten signature of Phil Bryant in black ink.

PHIL BRYANT
GOVERNOR

BY THE GOVERNOR

Handwritten signature of C. Delbert Hosemann, Jr. in blue ink.

C. DELBERT HOSEMAN, JR.
SECRETARY OF STATE