

Sexual Harassment Prevention Notice



Sexual harassment is against the law.

All employees have a legal right to a workplace free from sexual harassment, and [[Grove Roofing Services, Inc.](#)] is committed to maintaining a workplace free from sexual harassment.

Per New York State Law, [[Grove Roofing Services, Inc.](#)] has a sexual harassment prevention policy in place that protects you. This policy applies to all employees, paid or unpaid interns and non-employees in our workplace, regardless of immigration status. You are receiving this notice, as required by law, either at the time of hiring or during your annual sexual harassment prevention training.

If you believe you have been subjected to or witnessed sexual harassment, you are encouraged to report the harassment to a supervisor, manager or [[John Embow](#)] so we can take action.

Our complete policy is enclosed/attached may be found at the link below:
<https://groveroofing.com/docs/>

Our training materials are enclosed/attached may be found at the link below:
<https://groveroofing.com/docs/>

Our Complaint Form is enclosed/attached may be found at the link below:
<https://groveroofing.com/docs/>

If you have questions or to make a complaint, please contact:

[[John Embow, jembow@groveroofing.com](mailto:jembow@groveroofing.com) , 716-828-1870 x204]

[[Janice Vertlieb, jvertlieb@groveroofing.com](mailto:jvertlieb@groveroofing.com), 716-828-1870 x210]

For more information and additional resources, please visit:
www.ny.gov/programs/combating-sexual-harassment-workplace