

Harassment: Supervisor Fired, Failed To Investigate.

The Court of Appeals of Iowa ruled that a nursing home was within its legal rights to terminate a nursing supervisor who failed to investigate and took no action after an employee complained that a co-worker exposed himself to her.

Intentionally exposing oneself to a co-worker fits the legal definition of sexual harassment.

Employers have an affirmative duty under state and Federal anti-discrimination guidelines to take decisive action when an employee complains of sexual harassment. A supervisor is guilty of misconduct justifying termination who fails to live up to his or her responsibilities under those guidelines, the court ruled. **Kuhn v. Public Employment Relations Bd.**, 2007 WL 4191987 (Iowa App., November 29, 2007).