SEXUAL HARASSMENT
Sexual Harassment

- a form of unlawful sex discrimination
  - Unwanted verbal or physical behavior of a sexual nature that occurs in the workplace or in an educational setting under certain conditions
  - Such behavior is illegal
    - if it creates an environment that is hostile or intimidating
    - if it interferes with a person’s work or school performance
    - if acceptance of the harasser’s behavior is made a condition of employment or academic achievement.
California Law

- **Verbal**—suggestive comments or jokes, sexual propositions or statements, inappropriate humor, threats, remarks about physical attributes and/or dress, name-calling, patronizing terms, verbal abuse

- **Physical**—touching, hugging, kissing, pinching, flirting, assault, impeding or blocking movement with normal work, brushing against, patting, requiring sexually suggestive clothing
California Law

- **Visual**—staring at an individual’s anatomy, leering, obscene gestures, derogatory posters, cartoons, or drawings, computer displays, inappropriate letters or e-mails

- **Sexual Favors**—unwanted sexual advances or invitations, threat of demotion, termination, etc.
Federal Law

- Items under California listing constitute sexual harassment when:
  - Submission is made as a condition of employment (Quid Pro Quo)
  - Submission to or rejection of conduct is used as basis for employment decisions affecting individual
  - Such conduct creates a hostile, intimidating or offensive work environment
When possible, confront harasser and ask her/him to stop
Make sure each suspected incidence of harassment is recorded on paper for proof
Include date, time, location, and description of incident
Report suspected harassment to supervisor in writing with names/details