

Sexual Harassment Glossary of Terms:

Agent – one who acts for, or in the place of another by authority from him or her. Managers and supervisors are agents of the employer.

Coersion – the use of authority or force to impose an unwanted advance. The act of compelling by force of authority.

Discrimination – any action that unlawfully or unjustly results in unequal treatment of persons or groups based on race, color, gender, national origin, religion, age, disability, or other factors protected under federal, state or local laws.

Domination – the exercise of power in ruling, arbitrary, and abusive influence; to be larger in number

Equal Employment Opportunity Commission (EEOC): A federal agency established in 1964 by Title VII of the Civil Rights Act. This agency is charged with eliminating discrimination based on race, color, religion, sex, national origin, disability, or age in employment.

defines workplace sexual harassment as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's Work.

Harassment – a feeling of intense annoyance, anxiety or worry caused by being tormented.

Hostile Work Environment – a form of sexual harassment that occurs when unwelcome sexual conduct is severe and pervasive and unreasonably interferes with an individual's job performance and creates a hostile, intimidating or offensive work environment.

Impact – The effect or consequences of an action. The impact of behavior of a sexual nature is more important than the person's intentions in determining sexual harassment.

Innuendo – an indirect or subtle, usually derogatory implication; an insinuation.

Intent – the purpose or intention or an action, from the actor's view point.

On notice – having received notification. Once you are “on notice” you cannot claim that you were unaware of the matter.

Peer – a person who is of equal standing or position.

Retaliation – taking or threatening to take an unfavorable action against an individual, or withholding or threatening to withhold a favorable action that could discourage a reasonable employee from making or supporting a charge of harassment or discrimination.

Sexual Harassment: Bullying or coercion of a sexual nature and unwelcome verbal, visual, or physical conduct of a sexual nature that is severe or pervasive causing a hostile workplace.

Title VII of the Civil Rights Act of 1964, as amended – legislation that prohibits employment discrimination based on race, color, religion, sex, and national origin; including sexual harassment.

Unsolicited – not requested; not sought after.