

## **Harassment: a Form of Discrimination**

This conduct is offensive or humiliating to conduct tend to annoy, alarm or abuse the victim. Sexual harassment and can involve sexually suggestive words, pictures or gestures which constitute non welcome sexual advance. Sexual harassment may also involve the request for sexual favours. Both harassment and sexual harassment create a negative, hostile and intimidating work environment. Harassment can potentially interfere with job performance, prospects for promotion, earnings, training opportunity, work conditions, opportunities for employment, etc.