



Sexual Harassment

What is sexual harassment?

- Sexual harassment is any unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or
- Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment

Examples may include but are not limited to:

- Actual or attempted rape or sexual assault
- Unwanted pressure for sexual favors
- Unwanted deliberate touching, leaning over, cornering, or pinching
- Unwanted sexual looks or gestures
- Unwanted letters, telephone calls, or materials of a sexual nature
- Unwanted pressure for dates
- Unwanted sexual teasing, jokes, remarks, or questions
- Referring to an adult as a girl, hunk, doll, babe, or honey
- Whistling at someone, cat calls
- Kissing sounds, howling, and smacking lips
- Sexual comments
- Turning work discussions to sexual topics
- Sexual innuendos or stories.
- Turning work discussions to sexual topics
- Telling sexual jokes or stories
- Asking about sexual fantasies, preferences, or history
- Asking personal questions about social or sexual life
- Making sexual comments about a person's body, clothing, anatomy, or looks
- Repeatedly asking out a person who is not interested
- Telling lies or spreading rumors about a person's personal sex life
- Blocking a person's path
- Following the person
- Giving a massage around the neck or shoulders
- Touching the person's clothing, hair, or body

- Touching an employee's clothing, hair, or body
- Giving personal gifts
- Hugging, kissing, patting, or stroking
- Touching or rubbing oneself sexually around another person
- Standing close or brushing up against a person
- Looking a person up and down "elevator eyes"
- Staring at someone
- Sexually suggestive signals
- Facial expressions, winking, throwing kisses, or licking lips
- Displaying sexually suggestive visuals
- Making sexual gestures with hands or through body movements

How do I respond to sexual harassment?

Bystander intervention can be a helpful strategy if you see someone who might be in danger or at risk for sexual assault. If you choose to step in, you may be able to give the person being harassed a chance to get to a safe place or leave the situation. Remember to keep your safety mind.

If you see someone being sexually harassed, here are some examples of what you can do:

- **Create a distraction.** Do what you can to interrupt the harassment, or distract those taking part in the harassment. Make sure that you aren't putting yourself in danger by doing this. If someone seems like they could become violent, do not draw their attention.
- **Ask directly.** Talk directly with the person who is being harassed. If they are being harassed at work or school, offer to accompany them anytime they have to meet with the harasser. If a friend is worried about walking alone to their car at night, offer to walk with them.
- **Refer to an authority.** The safest way to intervene for both you and the person being harassed may be to bring in an authority figure. You can talk to another employee or security guard and they will often be willing to step in
- **Engage others.** It may be a good idea to delegate the help of a friend or another bystander - especially if you are worried about your own safety or if you don't think you will be able to help on your own. There is safety and power in numbers.