
SEXUAL HARASSMENT INFORMATION SHEET

Sexual Harassment in employment violates the provisions of the Fair Employment and Housing Act. This information sheet is distributed for educational purposes, in accordance with the Law.

DEFINITION OF SEXUAL HARASSMENT

The Fair Employment and Housing Commission regulations define sexual harassment as unwanted sexual advances, or visual, verbal or physical conduct of a sexual nature. This definition includes many forms of offensive behavior and includes gender-based harassment of a person of the same sex as the harasser; the following is a partial list:

1. Unwanted sexual advances.
2. Offering employment benefits in exchange for sexual favors.
3. Making or threatening reprisals after a negative response to sexual advances.
4. Visual conduct: leering, making sexual gestures, displaying of sexual suggestive objects or pictures, cartoons, or posters.
5. Verbal conduct: making or using derogatory comments, epithets, slurs, or jokes.
6. Verbal sexual advances or propositions.
7. Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, suggestive or obscene letters, notes, or invitations.
8. Physical conduct: touching, assault, impeding or blocking movements.

TYPICAL SEXUAL HARASSMENT CASES

The three most common types of sexual harassment complaints filed with the Department of Fair Employment and Housing are:

1. An employee is fired or denied a job or an employment benefit because he/she refused to grant sexual favors or because he/she complained about harassment. (Retaliation for complaining about harassment is illegal.)
2. An employee quits because he/she can no longer tolerate an offensive work environment. This occurs when a reasonable person, under like conditions, would believe there was a need to resign to escape the harassment.
3. An employee is exposed to an offensive work environment. Exposure to various kinds of offensive behavior or to unwanted sexual advances may constitute harassment.

I have read and understand the above stated information:

Employee Signature

Date