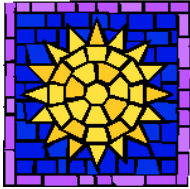


## Sexual Harassment - Part I

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Recently we have heard about some high profile sexual harassment cases in the media. I thought this was a good time to remind all of us about sexual harassment in the workplace. This month's E-tip will provide information and guidelines about conducting ourselves in a professional manner whether we are in the workplace or with co-workers outside of the workplace.

### Sexual Harassment Definitions

The Equal Employment Opportunity Commission's Definition of Sexual Harassment Harassment on the basis of sex is a violation of (the law).

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment.
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or
3. 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 of Forms of Sexual Harassment

✓ **Verbal**

Comments of a sexual nature  
Jokes of a sexual nature  
Sexual innuendo  
Pressure for dates

✓ **Physical**

Sexual touching  
Gestures of a sexual nature  
Flirting

✓ **Pictorial**

Graffiti of a sexual nature  
Any representation on a surface depicting, or displaying objects or subjects expressed in a sexual nature; or any other material thing that exhibits an expression of a sexual nature.

For more information go to: [http://www.eeoc.gov/types/sexual\\_harassment.html](http://www.eeoc.gov/types/sexual_harassment.html)

Next week we'll review in detail the continuum of sexual harassment

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