

What Is Sexual Harassment?

Sexual harassment is...

sexual or related to sex



and...

unwelcome

and...



either...

trying to use a **reward or punishment** to get a sexual favor

or...

creating a **hostile work environment** with severe or frequent harassing conduct.



Common Examples of Sexual Harassment



Trying to Use a Reward or Punishment to Get a Sexual Favor

- Promising a promotion, pay raise, or better assignment in exchange for a sexual favor
- Threatening to punish someone if they don't provide a sexual favor
- Punishing someone for refusing to provide a sexual favor



Creating a Hostile Work Environment

Physical Conduct

- Whistling or staring at someone
- Standing too close or blocking someone's way
- Following or stalking someone
- Unwanted touching, including hugs and kisses
- Sexual assault, including rape

Verbal Conduct (including by email, text, and social media)

- Talking about sex
- Commenting on someone's physical characteristics or appearance
- Sexual compliments, innuendos, or jokes
- Insults, degrading comments, or slurs
- Asking questions about dating or sex
- Pressuring someone to date or have sex
- Lying or spreading sexual rumors about someone

Visual Conduct

- Displaying or circulating sexual or insulting images on paper or electronically
- Making sexual gestures
- Exposing private body parts

➤ This conduct could harm the person targeted and witnesses even if harm isn't intended.

➤ Some conduct listed here is illegal in the workplace. Other conduct is legal but inappropriate. Employers must take steps to stop both types of conduct.

➤ No one—not a supervisor, coworker, customer, vendor, supplier, or anyone else—is allowed to do these things in the workplace.