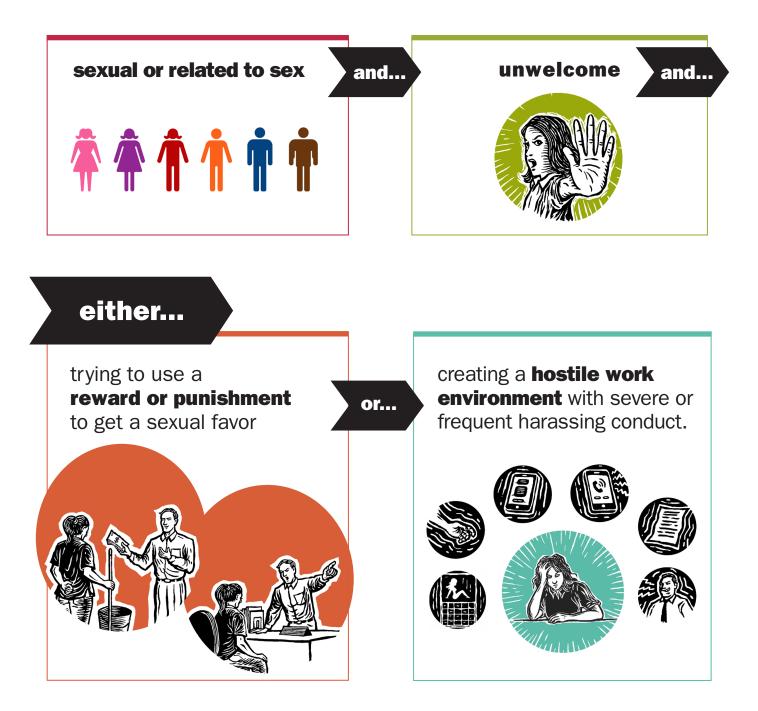
Sexual harassment is...



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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



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.

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