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Sexual Harassment Prevention

IN THIS SECTION

Frequently Asked Questions

What is the reach and impact of sexual harassment?



How is sexual harassment legally defined?



What is the practical definition of sexual harassment?



In practical terms, there are two kinds of sexual harassment which may generally be described as follows:

Quid Pro Quo: In which employment or educational decisions or expectations (e.g., hiring decisions, promotions, salary increases, shift or work assignments, performance expectations, grades) are based on



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grade

- Disciplining or firing a subordinate/student because of a romantic relationship
- Changing performance expectations/grades after a subordinate/student refuses repeated requests for a date

Hostile Environment: In which verbal or non-verbal behavior in the workplace or academic environment

1. Focuses on the sexuality of another person or occurs because of the person's gender;
2. Is unwanted or unwelcomed; and
3. Is severe or pervasive enough to affect the person's work/academic environment

The following are examples that can create a hostile environment if unwanted, uninvited, and pervasive:

- Off-color jokes or teasing
- Comments about body parts or sex life
- Suggestive pictures, posters, calendars or cartoons
- Leering, stares, or inappropriate gestures
- Repeated requests for dates
- Excessive attention in the form of love letters, telephone calls, text messages or gifts
- Touching-brushes, pats, hugs, shoulder rubs or pinches