



# 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 employee's/students' submission to unwelcome sexual advances. Examples of quid pro quo harassment:



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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



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**Why don't victims speak out?**



**Where do you go for help?**



Preparation of these web pages includes materials from: The Thompson Publishing Group, Inc. (1993-1994). Educator's Guide to Controlling Sexual Harassment. Washington, D.C.: Author; Quality Media Resources (1992). Subtle Sexual Harassment, "The Issue is Respect." Bellevue, Wash.: Author.

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