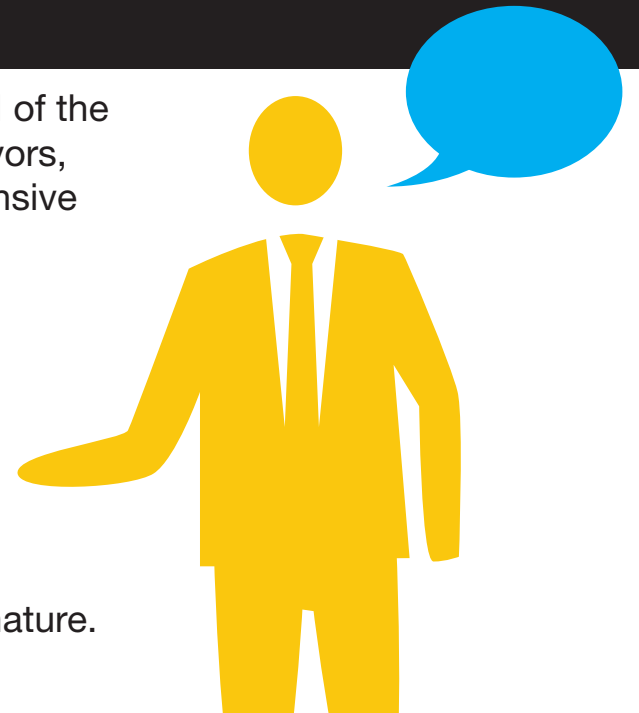


# WHAT CONSTITUTES SEXUAL HARASSMENT?

Sexual harassment is a form of sexual discrimination which is defined by Title VII of the Civil Rights Act of 1964 as “unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.” It can also include offensive comments regarding someone’s sex, sexual orientation, or pregnancy.



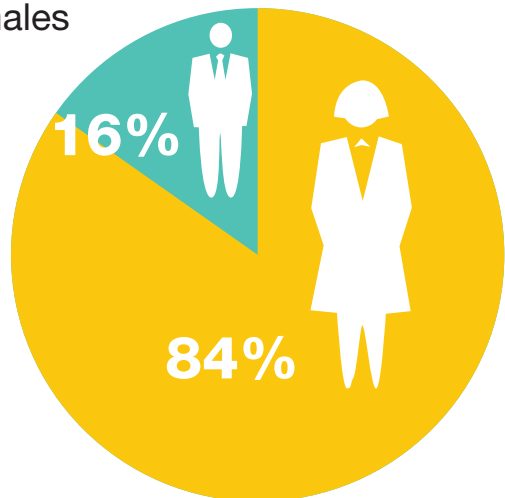
## Is it or isn't it?

Conduct is sexual harassment and illegal when:

- Conduct is so frequent or severe it creates a hostile work environment,
- Employment is impacted due to acceptance/rejection of request for sex or sexual favors, OR
- Employment is impacted by others’ conduct of a sexual nature.

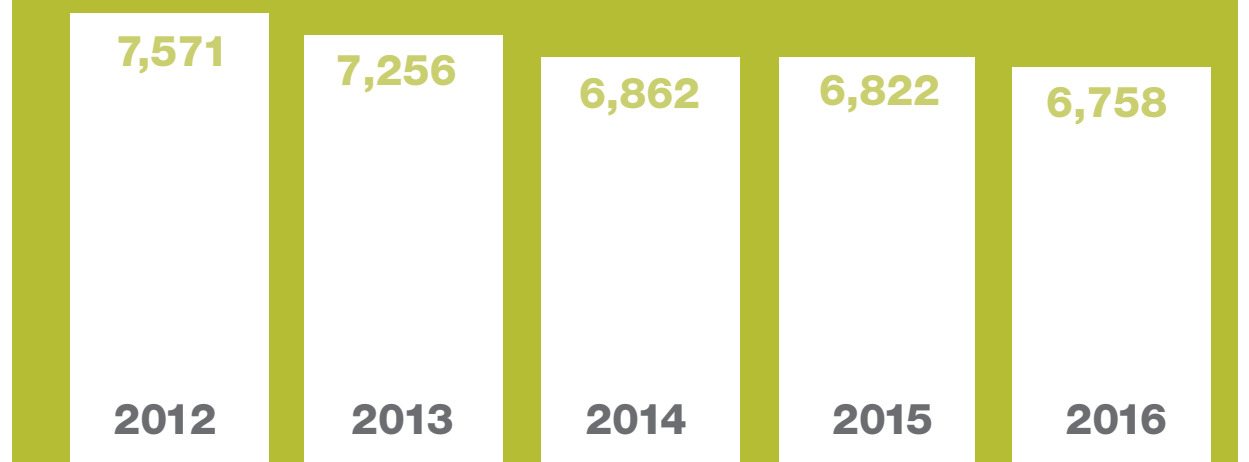
## Who?

Last year (2016), 16.6% of reports were filed by Males, 83.4% filed by Females



## How frequent?

Sexual harassment reports received by the EEOC



## Harasser & Victim

Both victim and harasser can be either gender or the same gender, and can hold any position in the company.

The harasser can be the victim’s supervisor, a supervisor in another area, a co-worker, or someone who is not an employee, such as a client, customer, or shareholder.



## Bottom line:

Harassment occurs across job level, gender, and age.



## Survey Says...

According to EEOC testimony and research using random samples:

1 in 4 women say they have been sexually harassed.



4 in 10 say they have experienced unwanted sexual conduct.

6 in 10 say they have experienced sexist, crude, or offensive language/visuals/behaviors.



## Common Responses to Workplace Sexual Harassment

Two studies found that:

30% take action to stop it (less than half file a formal complaint)



70% do NOT take action to stop it (instead they avoid the harasser, deny or downplay the conduct, or ignore/endure what is happening)

## Reasons Victims Don't Take Action

They worry:

- Nobody will believe them
- Nothing will happen
- They will be blamed for causing the offending actions
- About social retaliation (humiliation and ostracism)
- About professional retaliation (damage to their career and reputation)



## Potential Harassing Behaviors

- Pervasive sexist comments that create a hostile work environment
- Sexually suggestive jokes, stories, comments, posters, emails, texts
- Repeated sexual advances or requests for dates



- Unwanted sexual attention (staring at/touching body)
- Request for sex or sexual favor in exchange for job benefit
- Company or manager awareness of inappropriate conduct but no action taken



## Taking Action

- Speak up
- Know the signs
- Practice zero tolerance
- Don't retaliate (also against the law)
- Build culture of respect
- Raise awareness with mandatory employee training
- Start at the top (make sure leaders are fully aware of the law)
- Steer clear of inappropriate behaviors



- Filter what you say and do at work
- Empower your people to speak up
- Document all reported cases and take all reports seriously



Source of data:

EEOC Employment Opportunity Commission (EEOC), [www.eeoc.gov/statistics](http://www.eeoc.gov/statistics)

EEOC Select Task Force on the Study of Harassment in the Workplace, June 2016 Report, [www.eeoc.gov/eeoc/task\\_force/harassment](http://www.eeoc.gov/eeoc/task_force/harassment)