

## Network to Work Meeting

June 2023

### RESOURCE DOCUMENT – *SEXUAL HARASSMENT*

#### About Sexual Harassment

##### What is sexual harassment?

Sexual harassment is generally defined as unwelcome sexual advances, requests for sexual favors or any conduct of a sexual nature when:

- a. An individual must give in to the advances or requests in order to get, keep or advance in a job (**this is quid pro quo harassment**);
- b. Such conduct is intended to, or results in, substantially interfering with an individual's work performance, or it creates an intimidating, hostile or offensive working environment (**this is hostile environment harassment**).

Sexual harassment can happen to anyone. The gender of the harasser or the person harassed doesn't matter. Sexual harassment laws protect all employees, interns, temporary workers and visitors to places of public accommodations. Anyone in a workplace could be a sexual harasser, from supervisors and coworkers to vendors and visitors.

Sexual harassment does not have to occur in the workplace for it to be illegal. For example, it can be at an off-site office holiday party or at a happy hour. It also does not have to take place face-to-face, but can occur on social media or through text messages.

##### What are some examples of sexual harassment?

The following are examples of *quid pro quo sexual harassment*, which occurs when someone in a position of power offers a benefit in exchange for sexual attention or threatens your job if you refuse sexual attentions:

- You are offered a job or promotion in return for sexual favors;
- Your supervisor threatens to cut your hours if you won't date him or her;
- You are offered a better schedule or a raise if you send your boss nude pictures;
- Your boss threatens you with a poor review if you don't go out to dinner with him or her.

The following are examples of a **hostile work environment**, which is when a coworker, supervisor or third party repeatedly makes inappropriate and unwanted sexual advances, comments or requests.

- People at work talk about sex all day;
- There are posters of scantily dressed models in the workplace;
- People comment about other employees' bodies;
- Someone at work touches you without your consent.

### **What options do you have if you are being sexually harassed at your host agency or at a job?**

While enrolled in SCSEP, notify your A4TD Regional Coordinator or Director immediately if you feel you are being sexually harassed.

Once you leave A4TD and have a job, you can take several steps to stop or prevent yourself from being sexually harassed at your workplace:

- If you feel comfortable, ask the harasser to stop.
- Look at your company policies to see who to report to - your supervisor, Human Resources Officer or another management employee.
- If you belong to a union, tell your union representative.