

DEFINITION OF SEXUAL HARASSMENT

Preview from Notesale.co.uk
Page 2 of 18



Sexual Harassment- The Definition:
Sexual harassment is any **unwelcome** sexual advance or conduct on the job that creates an intimidating, hostile, or offensive working environment. Any conduct of a sexual nature that makes an employee **uncomfortable** has the potential to be sexual harassment.



UNWELCOME BEHAVIORS OF SEXUAL HARASSMENT

❖ VERBAL/WRITTEN

- Using unwanted pet names like babe or doll
- Whistling at someone
- Cat-calling;
- Making sexual comments about a person's body
- Making sexual comments or innuendos
- Telling sexual jokes or stories



- Hostile Environment Sexual Harassment:

This occurs when an employee is subjected to comments of a sexual nature, offensive sexual materials, or unwelcome physical contact as a regular part of the work environment. Generally speaking, a single isolated incident will not be considered hostile environment harassment unless it is extremely outrageous and egregious conduct.

