

SEXUAL HARASSMENT IS AGAINST THE LAW!



What is Sexual Harassment ?

Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964 and the VI CODE TITLE 24 CHAPTER 17. Title VII applies to employers with 15 or more employees, including state and local governments. Title 24 Chapter 17 applies to employers with 2 or more employees. It also applies to employment agencies and to labor organizations, as well as the federal government. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment. Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

Examples of Sexual Harassment

- Pressure for sexual activity or sexual favors
- Unwelcome touching of a person's body, hair or clothing
- Sexual innuendoes, jokes or comments
- Disparaging remarks to a person about his/her gender or body
- Sexual graffiti or pictures
- Asking about a person's sexual fantasies or sexual activities
- Repeatedly asking for a date after the person has expressed disinterest
- Making sexual gestures with hands or through body movements

- **The victim as well as the harasser may be a woman or a man.**
- **The victim does not have to be of the opposite sex.**
- **The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.**
- **The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.**
- **Unlawful sexual harassment may occur without economic injury to or discharge of the victim.**
- **The harasser's conduct must be unwelcome.**

It is helpful for the victim to inform the harasser directly that the conduct is unwelcome and must STOP. The victim should use any employer complaint mechanism or grievance system available.

Prevention is the best tool to eliminate sexual harassment in the workplace. Employers should clearly communicate to employees that sexual harassment will not be tolerated, by providing sexual harassment training to their employees and by establishing an effective complaint or grievance process and taking immediate and appropriate action when an employee complains.

FOR MORE INFORMATION CONTACT:

THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION: WWW.EEOC.GOV

OFFICE OF CIVIL RIGHTS COMMISSION: (340) 774-5666

THE VIDOL-DIVISION OF LABOR RELATIONS: WWW.VIDOL.GOV / (340) 776-3700-STT / (340) 773-1994-STX

The Department of Labor - Division of Labor Relations