

Definition of Sexual Harassment

WHAT IS SEXUAL HARASSMENT?

Harassment is any unwelcome verbal or physical conduct based on protected bases (Race, Color, Religion, Sex, National Origin, Age (40 and over), Disability, Retaliation, and Sexual Orientation) when the conduct culminates in a tangible employment action, or... was sufficiently severe or pervasive to create a hostile work environment. **NOTE: Harassment on any of these grounds is prohibited!**

Sexual Harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to or rejection of is made a term or condition of a person's job, pay, career
- Submission to or rejection of is used as a basis for career or employment decisions
- Conduct interferes with an individual's work performance
- Conduct creates an intimidating, hostile, or offensive work environment

Harassment includes, but is not limited to any offensive conduct such as slurs, jokes, or other verbal, nonverbal, or physical conduct that has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, offensive, or hostile environment.