

# SEXUAL HARASSMENT IN THE WORKPLACE

## Types of Sexual Harassment:



**NONVERBAL** - Violating personal space, blocking or following someone, winking, throwing kisses, licking lips, sexual hand movements, gestures, body movements, leering, or ogling.



**VERBAL** - Suggestive or sexist remarks, jokes, innuendos, derogatory or insulting terms, whistling, personal questions about sex, demands, threats, or spreading lies about someone's sex life.



**GRAPHIC** - Displays of pornographic pictures or other suggestive visuals, written jokes of a sexual nature, unwanted love letters or love poems, obscene poems, and unwanted cards.



**PHYSICAL** - Unnecessary touching, patting, pinching, or brushing against someone's body, rubbing oneself sexually around another, and sexual assault.



**QUID PRO QUO** - Granting employment or benefits, such as a promotion or work assignment, in return for requiring sexual favors. Can be described as a "this for that" requirement.

## How to Report Sexual Harassment:



Follow established procedures for reporting harassment.



Document incidents, witnesses, and details.



Inform a supervisor of the incident immediately.



An incident must be reported to the EEOC within forty-five days.



**IMPORTANT:**

If harassment occurs, it is important to communicate that the conduct is unwelcome!

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