Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and/or verbal or physical conduct of a sexual nature

In the workplace: when this conduct explicitly affects an individual’s work performance and/or creates an intimidating, hostile, or offensive work environment.

Sexual Harassment

Quid pro quo ("this for that") between employer and employee

Hostile work environment between employer and employee or between coworkers

Sexual advances
Sexual or sexist jokes/comments
Sexual contact
Sexual coercion

Indecent exposure
Sexual bullying

Sexual assault/rape
Taking/sharing sexual images

Sexual harassment affects everyone
- 15-19% of men
- 40-75% of women
- 35-58% of LGBTQ+ people have experienced sexual harassment

(Grant et al., 2011; HRC, 2009; Mallory & Sears, 2011; U.S. EEOC, 2016)

Victim and harasser can be any gender

90% of sexual harassment is not reported

(J.S. EEOC, 2016)

A victim does not have to be a different gender than the perpetrator
What's the difference between compliments and harassment?

Compliments come from a place of respect and are meant to make others feel good

"You did great on your presentation this morning!"

Harassment is unwelcome and makes people uncomfortable

"I love the way you look in that dress. I bet the board really appreciated it."

What if I'm not sure if it's a compliment or harassment?

If you aren't sure, it's best not to say or do anything!

How can we end sexual harassment?

Victims often respond passively to harassment (avoiding/ignoring the harassers or downplaying the behavior)

Victims want the behavior to end, but are often fearful of the consequences of reporting

Be a positive bystander

"That's not funny."

"Leave them alone."

"Stop it, that's harassment."

"That's offensive/inappropriate."

Prevent sexual harassment

Individual

Err on the side of caution

Pay attention to non-verbal cues

Consent is critical

Institutional

Organizational policies

In-person training

Organizational culture

ARIZONA COALITION TO END SEXUAL & DOMESTIC VIOLENCE

602-279-2900
info@acesdv.org
www.acesdv.org