

BLR's Human Resources Training Presentations

Sexual Harassment: What Is and Isn't Acceptable:



Goals

- Consider the laws that prohibit sexual harassment in the workplace
- Recognize the specific forms of harassment
- Know who can commit sexual harassment
- Recognize who can experience sexual harassment
- Understand under what conditions sexual harassment can occur

What Is Sexual Harassment?

- Title VII

- Title VII prohibits discrimination in employment based on race, color, religion, sex, or national origin
- The courts have interpreted discrimination based on sex to include sexual harassment

What Is Sexual Harassment?

(cont.)

- Conduct of a sexual nature in the workplace
- Unwelcome sexual advances or requests for sexual favors, or verbal or physical conduct of a sexual nature constitutes sexual harassment



Who Can Commit Sexual Harassment?

- Supervisors
- Subordinates
- Co-workers
- Clients/customers



Who Can Commit Sexual Harassment? (cont.)

- Staff
- Consumers
- Same-sex

Who Can Experience Sexual Harassment?

- Direct targets of harassment
- Bystanders/witnesses to harassment

How Can Sexual Harassment Occur?

- Quid Pro Quo
 - Something for something
 - Usually occurs within the context of a supervisor-employee relationship



How Can Sexual Harassment Occur? (cont.)

- Hostile Work Environment
 - Severe and pervasive conduct
 - Unreasonable interference with job performance
 - Offensive, intimidating, hostile work environment
 - Can be created by anyone in the workplace

Does a Hostile Work Environment Exist?

- How frequent is the conduct?
- How severe?
- Is the conduct physically threatening or humiliating?
- Does the conduct unreasonably interfere with an individual's work performance?

Summary

- Sexual harassment is prohibited by Title VII.
- Sexual harassment is conduct of a sexual nature in the workplace.
- Sexual harassment is unwelcome advances or requests for sexual favors, or verbal or physical conduct of a sexual nature.
- Any Employee and Consumer can commit sexual harassment.

Summary (cont.)

- Any employee can be a target of harassment as well as bystanders and witnesses.
- Quid pro quo or hostile environment must exist.