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Introduction

Sexual harassment in the workplace is not always easy to objectively identify. The difference between friendliness and inappropriateness can mean different things to different people.



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WORKPLACE FLIRTING: YES OR NO?

Though there have been studies and polls conducted on the topic of workplace flirting, results conflict as to whether or not it's a good idea.

On one hand, flirting with a coworker can be a dangerous game. If you make the wrong move or come on too strong, you could make things awkward or face professional reprimand.

On the other hand, some workplaces are more relaxed and allow for a natural flow of conversation and subtle, harmless flirtation. It's all about doing it appropriately.



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How Flirting Can Become Harassment

So much of flirting behavior is beneath one's conscious awareness

HOW DOES IT FEEL? SEXUAL HARASSMENT VS. FLIRTING AND FUN TEASING

SEXUAL HARASSMENT:	FLIRTING/FUN TEASING
<ul style="list-style-type: none"> • HURTS • CAUSES ANGER • SHAME • GUILT • FRUSTRATION • DISEMPOWERS • LOWERS SELF ESTEEM • <u>ENJOYED BY THE HARASSER, NOT THE VICTIM</u> 	<ul style="list-style-type: none"> • FEELS GOOD • FLATTERING • EMPOWERING • MAKES ME FEEL: <ul style="list-style-type: none"> - HAPPY - ATTRACTIVE - ACCEPTED • ENHANCES SELF ESTEEM • <u>IS ENJOYED BY BOTH PERSONS</u>

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Video Exercise

[Scene 1](#)
[Scene 2](#)
[Scene 3](#)

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Today's Topics

Define Sexual Harassment
 Types of Sexual Harassment
 Warning Signs
 Prevention
 Behavior to Look For
 What to do if harassed

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Sexual Harassment Defined

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

29 CFR § 1604.11



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Types of Sexual Harassment

Quid Pro Quo

Quid pro quo is a Latin term that translates to "something for something".

It happens when a superior offers an employee professional benefits in return for sexual or romantic favors.



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Quid Pro Quo Scenario

Sandi's manager, Matthew, asks her to have dinner with him at his home. Sandi feels this is inappropriate, and declines. He asks again, this time hinting that there might be some discussion over dinner about a new role for her in the company. Sandi's torn but ultimately accepts because she really wants a promotion and fears repercussions for turning down her manager.

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Types of Sexual Harassment

Hostile Work Environment

Hostile work environment is a type of harassment defined by behavior in a workplace that makes it difficult or uncomfortable for another person due to harassing behaviors.

This includes sexually-charged, hostile or offensive comments and actions.



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How To Tell If A Coworker Is Being Sexually Harassed

- Sudden and/or frequent absences and tardiness
- Reduced productivity
- Avoidance, anxiety, depression
- Anger, fear, frustration, irritability
- Declines professional development opportunities



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What to do if a co-worker is being harassed.

- Validate their experiences
- Provide resources
- Report it



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Behavior To Look For In The Harasser

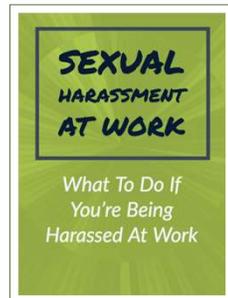
- Comments about one's body or clothing
- Questions about one's sexual behavior
- Conversations filled with innuendo and double meaning
- Unwelcome emails, texts, memes or photos that are sexist or sexually-oriented
- Unwanted physical contact
- Sexualized language, jokes or images
- Unwelcome flirting or requests for intimacy
- Repeated attempts at flirting or requests for dates
- Sharing personal information you don't want to know



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What To Do If You Are Being Sexually Harassed

- Act promptly
- Clearly tell your harasser to stop
- Report the harassment to management
- Cooperate in the employer's investigation
- Document everything



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Preventing Sexual Harassment

- Company Culture
- Policy
- Leadership
- Training and Awareness
- Reporting Sexual Harassment
- Take Swift and Decisive Action



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