

SEXUAL HARASSMENT

WHAT IS IT?

Sexual harassment is classified into two categories:

- ◆ **Quid Pro Quo Harassment ("This for That")**-Occurs when a person in power pressures another person for sexual favors in return for something such as a higher grade, job advancement or other unwarranted actions.
- ◆ **Hostile Environment Harassment**-Occurs when repeated offensive and/or unwelcome actions or comments create an offensive atmosphere that interferes with someone's ability to receive an education or work effectively. A person receiving good grades or job advancements may still be a victim of hostile environment harassment.

WHAT SHOULD YOU DO?

- ◆ Call the designated, confidential **SEXUAL HARASSMENT HOTLINE** immediately at **X6777!**
- ◆ Tell a person with decision-making authority, e.g., hotline, supervisor of the person, vice president of academic affairs, or the president if the complaint is against the vice president for academic affairs.
- ◆ Continue to seek help and counseling if needed during and after the harassment. Counseling is available on campus by calling **X4758** at the Counseling Services or you may wish to seek off-campus assistance.

HOW DOES IT HARM PEOPLE?

- ◆ Hurts and humiliates people
- ◆ Has serious mental and physical effects on people including feeling guilty or responsible
- ◆ Discourages academic and employment choices

WHAT CAUSES SEXUAL HARASSMENT?

- ◆ The need for power
- ◆ Stereotypical classification
- ◆ Gender discrimination
- ◆ Insecurity

WHAT CAN YOU DO TO STOP SEXUAL HARASSMENT?

- ◆ Tell the harasser to stop in no uncertain terms.
- ◆ Send a letter to the harasser. Be sure to keep a copy for documentation.
- ◆ Confront the harasser in the presence of a friend and/or professional staff member.
- ◆ Follow the school or work policy of reporting sexual harassment explicitly.

REMEMBER!
SEXUAL HARASSMENT IS ILLEGAL, HARMFUL AND DISRESPECTFUL!

TO REPORT SEXUAL HARASSMENT, CONTACT:
THE SEXUAL HARASSMENT HOTLINE
1-419-434-6777