

Defining Sexual Harassment

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature in the workplace or learning environment, according to the Equal Employment Opportunity Commission (EEOC). Sexual harassment does not always have to be specifically about sexual behavior or directed at a specific person.

(Source: RAINN)

Remember!

For something to be considered sexual harassment, it matters what the person being harassed thinks; it does not matter if the person who's doing the harassment thinks it's OK, harmless, not sexual, or welcomed (i.e., they think you like it or don't have a problem with it). It's still harassment if the behavior is something you do not want, or find offensive.

(Source: Equal Rights Campaign)

What Harassment May Look Like:

- Making conditions of employment or advancement dependent on sexual favors, either explicitly or implicitly.
- Physical acts of sexual assault.
- Requests for sexual favors.
- Verbal harassment of a sexual nature, including jokes referring to sexual acts or sexual orientation.
- Unwanted touching or physical contact.
- Unwelcome sexual advances.
- Discussing sexual relations/stories/fantasies at work, school, or in other inappropriate places.
- Feeling pressured to engage with someone sexually.
- Exposing oneself or performing sexual acts on oneself.
- Unwanted sexually explicit photos, emails, or text messages.

The 5 D's of Bystander Intervention

What can do if you see someone being sexual harassed? Bystander intervention can save lives and protect those around you from being harassed, or abused.



- **Distract**- Take initiative to indirectly confront and deescalate the situation.
- **Direct**- After assessing your personal level of safety, address the harassment directly and ask the person who is doing the harassing to stop.
- **Delay**- After assessing your personal level of safety, after the incident is over, talk to the person who was being harassed.
- **Document**- After assessing your personal level of safety, document the incident by maybe filming it. Also include the location, date and time.
- **Delegate**- Seek out a person of authority and make them aware of the situation. Bring them to help deescalate the situation

Resources

Hotline Resources

Heartly House Inc.
24/7 Hotline: 301-662-8800
heartlyhouse.org

RAINN

24-Hour Hotline: 1-800-656-4673
www.rainn.org

Online Resources

MCASA
www.mcasa.org

NSVRC
www.nsvrc.org

1in6
www.1in6.org