

Sexual Harassment Handout

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1. Definition and Types of Sexual Harassment:

- Clarify what constitutes sexual harassment, distinguishing between "quid pro quo" and "hostile work environment."
- Examples of both verbal and physical behaviors that can be considered harassment.

2. Legal Framework:

- Overview of relevant laws at the federal and state levels that address sexual harassment.
- Responsibilities of employers and rights of employees under these laws.

3. Recognizing Sexual Harassment:

- Identify signs of sexual harassment in the workplace.
- Discuss the impact of such behaviors on victims and the workplace culture.

4. Responding to and Reporting Sexual Harassment:

- Procedures for reporting sexual harassment within the organization.
- Explanation of how complaints are handled and what steps are taken after a report is filed.

5. Prevention Strategies:

- Training and policies to prevent sexual harassment in the workplace.
- The role of managers and all employees in creating a safe, respectful work environment.