

## Sexual Harassment

### What is Sexual Harassment?

Sexual Harassment is any unwanted and unwelcome sexual advances, requests for sexual favors and any other verbal, non-verbal or physical conduct of a sexual nature.

#### EXAMPLES OF SEXUAL HARASSMENT

- Inappropriate touching
- Making sexual comments about a person's body, clothing or activities
- Sexual or "dirty" jokes
- Spreading sexual rumors
- Sexual cartoons, pictures or pornography
- Howling, catcalls, whistles
- Repeatedly asking someone out when she/he isn't interested
- Unnecessary touching, patting, pinching
- Leering or staring at a person
- Blocking a person's path or brushing up against their body
- Demanding sexual favors along with implied or direct threats about one's grades, job, etc.
- Snapping bras, pulling clothing down or up

#### IT'S NOT FUN – IT'S ILLEGAL

Sexual harassment is illegal in the schools according to Civil Rights Act Title IX of the Federal Education Amendments because it interferes with a person's right to an education in a safe environment.

#### WHAT CAN YOU DO IF YOU ARE SEXUALLY HARASSED? *You can say "NO!"*

Say it clearly and directly to the harasser. Don't think it will go away if you ignore it. The harasser may actually think you enjoy his/her attentions so you must make it clear that you want it to stop.

If the behavior does not stop after you speak to the harasser, go to the next step. Write down all times, places, type of incidents that have occurred and list witnesses to the behavior. BE THOROUGH, DETAILED AND ACCURATE.

If the harassment continues, report incidents to someone in authority.

#### Sexual Harassment and Flirting

Sexual harassment is rude and demeaning behavior & insulting. Sexual harassment isn't flirting.

Flirting makes people feel good; sexual harassment hurts people. No one has the right to sexually harass you.

<b>FLIRTING MAKES YOU FEEL:</b>	<b>SEXUAL HARASSMENT MAKES YOU FEEL:</b>
<ul style="list-style-type: none"><li>• Good</li><li>• Happy</li><li>• Flattered</li><li>• Pretty/attractive</li><li>• In control</li></ul>	<ul style="list-style-type: none"><li>• Bad</li><li>• Angry/sad</li><li>• Ugly</li><li>• Powerless</li><li>• Degraded</li></ul>

<ul style="list-style-type: none"><li>• Increased self-esteem</li><li>• Wanted</li><li>• Complimented</li></ul>	<ul style="list-style-type: none"><li>• Unwanted</li><li>• Decreased self-esteem</li></ul>
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**HARASSMENT IS** one-sided, demeaning, power-motivated, and illegal.