

What is Sexual Harassment?

Sexual harassment is unwelcome behavior or communication that is sexual in nature when:

- A student or employee is led to believe that he or she must submit to unwelcome sexual conduct or communications in order to gain something in return, such as a grade, a promotion, a place on a sports team, or any educational or employment decision, or
- The conduct substantially interferes with a student's educational performance, or creates an intimidating or hostile educational or employment environment.

Sexual harassment occurs when:

- Submitting to the harasser's sexual demands is a stated or implied condition of obtaining a work or educational opportunity or other benefit, or
- Submission to or rejection of sexual demands is a factor in a work, school, or other related decision affecting an individual, or
- Unwelcome sexual or gender-directed conduct or communication interferes with an individual's performance or creates an intimidating, hostile or offensive environment.

This conduct may take many forms, including:

- Making unwelcome, offensive or inappropriate sexually suggestive comments,
- Gestures or jokes,
- Standing too close,
- Inappropriate touching,
- Cornering, or stalking a person, or
- Displaying offensive or inappropriate sexual illustrations on school property.