



600 East Genesee Street
Suite #325
Syracuse NY 13202
315-470-7447 or 1-800-777-6110

Sexual Harassment Definitions

The Equal Employment Opportunity Commission's Definition of Sexual Harassment

Harassment on the basis of sex is a violation of the law.

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Forms of Sexual Harassment:

1. **Verbal Examples:** sexual jokes or teasing, misogynist humor; innuendoes and off-color remarks; comments about how someone looks, especially about parts of the body; catcalls, whistles and forms of address: honey, babe, etc.; pressure for dates.
2. **Visual Examples:** presence of sexual visual material, such as pinups, cartoons, graffiti, computer programs, catalogs of a sexual nature; written material that is sexual in nature, such as notes or E-mail containing sexual comments; staring or leering; suggestive gestures or looks, smacking of lips, hand gestures, or elevator eyes.
3. **Physical Contact:** unwelcome hugging, sexual touching, or kissing; pinching, grabbing or patting; standing too close to or brushing against another person; cornering, trapping, or blocking a person's pathway; excessively "lengthy" sexual handshakes; rape or attempted rape; sexual or forced fondling.