

RECOGNIZING WORKPLACE HARRASSMENT

SEXUAL HARRASSMENT

Sexual harassment involves the use of explicit or implicit sexual overtones, including the unwelcome and inappropriate promises of rewards in exchange for sexual favors.



QUID PRO QUO HARRASSMENT

Quid pro quo harassment takes place when a person tries to engage in sexual contact with an employee under their authority by offering something in return.

THIRD-PARTY HARRASSMENT

Third-Party harassment occurs when someone outside the company harasses an employee. This could be initiated by a client, vendor, customer, or independent contractor.



OFFENSIVE CONDUCT

Offensive conduct can include behaviors such as speaking openly about a subject or topic that can facilitate an offensive environment for others. This can include but is not limited to offensive jokes, slurs, name calling, intimidation, and offensive jokes or pictures.