

Sexual Harassment Prevention Information
2017-2018

Sexual Harassment requires:

- Unwelcome behavior that is
- Objectively offensive and
- Sex related that is either
 - ✓ Quid Pro Quo
 - or
 - ✓ Creates a hostile environment.

- Includes unwelcome Sexual Advances
- Requests for sexual favors
- Other forms of verbal or physical conduct of a sexual nature.
- Could be made implicitly or explicitly a term or condition of an individual's educational status or employment (*quid pro quo*)
- Has the purpose or effect of unreasonably interfering with an individual's education or work performance
- Creates an intimidating, hostile or offensive educational or working environment

Examples of Sexual Harassment

- Leering
- Sexual gestures
- Displaying Sexually Suggestive Objects
- Pictures
- Cartoons
- Posters
- Obscene Letters
- Emails
- Electronic Screensavers or desktops
- Verbal abuse of a Sexual Nature
- Notes
- Telephone Calls
- Invitations
- Touching
- Assault
- Impeding or Blocking Movement

Sexual Harassment Info Continued

Effects of Harassment

- Creates divisiveness
- Impedes education
- Promotes loss of respect
- Perpetuates fear
- Enhances interpersonal conflict
- Destroys morale
- Increases absenteeism & turnover
- Creates costly and unnecessary litigation

Preventing a Complaint

- Attend district or campus workshops on workplace/sexual harassment – workshop
- Familiarize yourself w/ the law, policies & procedures
- Anticipate problems & consult w/ SCO
- Don't make jokes or comments related to gender, orientation, etc.
- Avoid romantic relationships between faculty, employees & students
- Don't touch or make physical contact unless you are sure it is welcome by the other party

In all cases of Harassment:

The most direct response is usually the best:

Report It!!!!

Miramar College
Site Compliance Officer
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