



HARASSMENT HURTS: It's Personal II

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What is defined as harassment?

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Hostile or inappropriate remarks.

Leering or glaring in a sexual or threatening way.

Touching others inappropriately.

Telling offensive jokes, sending offensive emails or showing inappropriate images.

Or touching someone inappropriately.

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Federal law prohibits harassment based on race, color, sex, religion, national origin, age disability, political affiliation, and genetic information.

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State laws and company policies may go further to protect other classes, such as: physical appearance, marital status, political affiliation, regionalism, illnesses such as cancer or HIV/AIDS.

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Repeated behavior that someone finds
offensive can create a
“hostile work environment.”

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This kind of behavior unreasonably interferes with an employee's work performance or creates an intimidating, hostile or offensive environment.

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We judge whether behavior is harassment by the “Reasonable Person Standard,” that is: Would a reasonable person find the behavior offensive?

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Hostile workplace sexual harassment can be between people of the opposite sex or the same sex.

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If someone harasses you, tell them to stop. If they continue, tell a manager or supervisor.

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Quid pro quo harassment is a “this for that” type of behavior in which a person in power tries to inappropriately exchange something like sex, religious observance, or political affiliation for something else, like a promotion, good grades, a raise, etc.

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Quid pro quo behavior is illegal the first time it happens, and retaliation if a person refuses sexual advances or other forms of harassment is also illegal.

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Third-party harassment can include vendors, customers, teachers, patients and even...

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coworkers who may not be the target of harassment, but may be inadvertently subjected to offensive behavior, such as overhearing offensive jokes or seeing offensive pictures or emails.

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Never be afraid to report retaliation of any type to a manager, supervisor or someone in human resources.

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Any manager, supervisor or employee who engages in harassment will have appropriate actions taken against them—from warnings to terminations.

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Avoid all types of harassment, and treat everyone with the respect they deserve!



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