

Sexual Harassment: The Facts

How Common?

- ✓ Sexual harassment in the workplace is widespread.
- ✓ Surveys indicate that almost **1 in 2 women** have experienced some form of workplace harassment.
- ✓ **58%** of teen workplace harassment cases involve **females**
- ✓ **38%** of teen workplace harassment cases involve **males**

What does sexual harassment look like?

- ✓ Unwelcome sexual advances
- ✓ Requests for sexual favors
- ✓ Verbal or physical conduct of a sexual nature



2 Types:

1. **Quid Pro Quo:** Someone is asked to do something sexual in return for a job favor, like better hours or a promotion. Quid pro quo means **this for that**.

Example: “If you dress sexier, I will make sure you never work Friday nights.”

2. **Hostile Environment:** A co-worker or supervisor in the workplace makes sexual advances or comments to an employee that makes the working environment of the employee offensive and hostile.

Examples: sexting, spreading rumors, making jokes or comments about someone’s sexual orientation, commenting about one’s sexual experiences, displaying sexual images.

It's NOT your fault

- ✓ Nothing you said or did gives someone permission to make you feel uncomfortable in any way. Harassers will typically blame the victim and make them feel like they deserved it but this is not the case. **The harasser is to blame.**

Flirting vs. Sexual Harassment

- ✓ Sexual harassment is *unwelcome, offensive and often frightening*. Flirting is welcome behavior; the contact between the two parties is invited or accepted by both.

How can sexual harassment affect you?

- ✓ Poor self esteem
- ✓ Anxiety and depression
- ✓ Shame and guilt
- ✓ Increased absenteeism
- ✓ Trouble sleeping
- ✓ Decreased productivity and academic performance

How can you make it stop?

- ✓ People who sexually harass *will not usually stop on their own* and people who harass often have a pattern of harassing behavior.

What can you do?

If you are a victim of sexual harassment...

**Speak Up
Say Something**



For more help and information, contact the CT Women's Education and Legal Fund
at 1-800-479-2949 or visit www.cwealf.org