

Discrimination Based on Sex

Harasser and victim can be male or female

Harasser and victim can be the same gender

Includes gender identity (including transgender)

Includes sexual orientation

Includes pregnancy and childbirth

Need not be of a sexual nature

Groups of Sexual Harassment



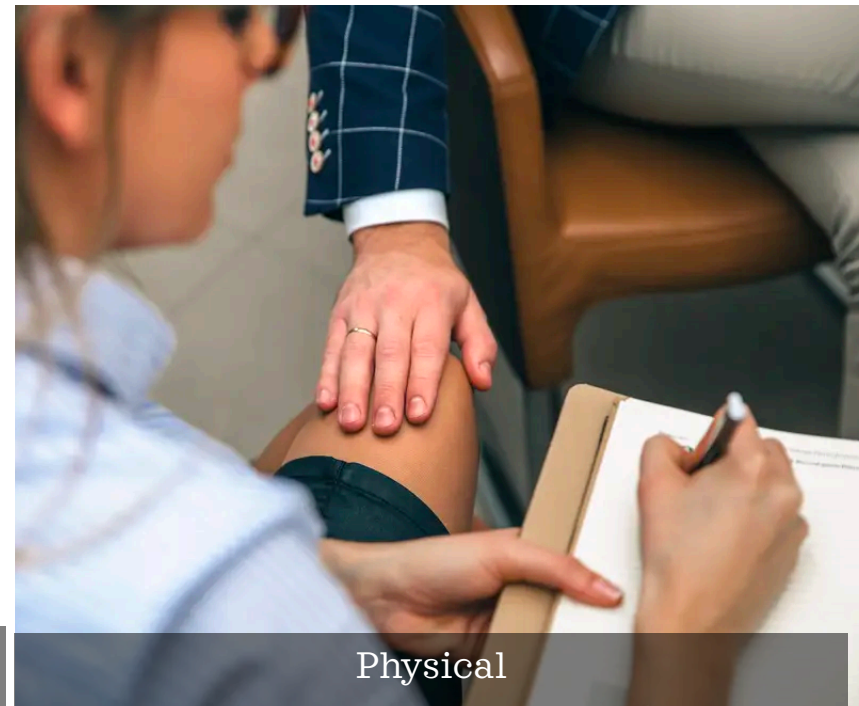
Visual



Verbal



Written



Physical

Examples of Written Sexual Harassment

Transmitting or posting emails, texts, or pictures of a sexual or other harassment-related nature.

Displaying sexually suggestive objects, pictures, or posters.

Playing sexually suggestive music.

Verbal Examples

Referring to an adult as a girl, a boy, hunk, doll, babe, or honey

Whistling at someone, making cat calls

Making sexual comments about a person's body

Making sexual comment or innuendos

Turning work discussion to sexual topics

Asking about sexual fantasies, preferences, or history

Telling sexual jokes or stories

Non-Verbal Examples

Looking a person up and down (elevator eyes)

Staring at someone

Blocking a person's path

Following the person

Making sexual gestures with hands or through body movements

Displaying sexually suggestive visual gestures

Making facial expressions such as winking, throwing kisses, licking lips

Giving personal gifts