

EXAMPLES OF CASES: SEXUAL HARASSMENT

Court cases illustrate how legislative rules like the EEOC definitions will actually be interpreted. Each of these has also been an ecclesiastical case.

SAMPLE CASES WON IN COURT

1. Offender shows pornographic videotapes at work.
2. Offender demands sexual favors from individual or a coworker to maintain job security.
3. Offender displays sexually explicit photographs and pictures at work.
4. Offender offers individual or a coworker compensation or work benefits in exchange for sexual favors.
5. Offender asks individual or a coworker for sexual favors.
6. Offender sends sexually explicit letters, cards or other written material to individual or a coworker.
7. Offender stalks individual or a coworker to pressure a personal relationship.
8. Offender touches individual or a coworker in a sexually offensive manner.
9. Offender repeatedly asks individual or a coworker for a date.
10. Offender places obscene phone calls to individual or a coworker.
11. Offender tells explicit jokes at work.
12. Offender produces sexual explicit graffiti for display at work.
13. Offender touches self sexually in the presence of individual or a coworker.
14. Offender blocks individual's or a coworker's pathway to force physical contact.
15. Offender uses gestures or staring considered sexually offensive by individual or a coworker.
16. Offender describes individual or a coworker using sexually explicit terminology.
17. Offender creates offensive rumors concerning the appearance or sexual behavior of individual or co-worker.
18. Offender uses subtle questioning to determine individual's or co-worker's sexual behavior or availability.
19. Offender initiates unwelcome sexual activity with individual or a coworker.
20. Offender stares and makes prolonged visual contact.