

# TYPES OF SEXUAL HARASSMENT

## QUID PRO QUO

involves an employer or supervisor coercing the employee to provide sexual services or tolerate other forms of sexual harassment in order to get or keep a job, a promotion, an assignment or salary increase

## HOSTILE WORK ENVIRONMENT

involves sexually offensive conduct that permeates the workplace creating an intimidating, hostile or offensive working environment, perpetrated by supervisors, coworkers, and/or clients and customers.

## HOSTILE WORSHIP ENVIRONMENT

involves sexually offensive conduct that permeates the congregation creating an intimidating, hostile or offensive community environment, perpetrated by church staff, members and/or visitors.



### Guidelines of Federal Equal Employment Opportunity Commission (EEOC)

- (a) Harassment on the basis of sex is a violation...**Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature** constitute sexual harassment when
  - (1) submission to such conduct is made either explicitly a term or condition of an individual's employment.
  - (2) submission to or rejection of such conduct by an individual is used as the basis for employment decision affecting such individual,\* or
  - (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment
- (b) In determining whether alleged conduct constitutes sexual harassment, the Commission will look at the record as a whole and at the totality of the circumstances, such as the nature of the sexual advances and the context in which the alleged incidents occurred. The determination of the legality of a particular action will be made from the facts, on a **case by case basis**.
- (c) [Reserved]
- (d) With respect to conduct between fellow employees, an **employer is responsible** for acts of sexual harassment in the workplace where the employer (or its agents or supervisory employees) knows or should have known of the conduct, unless it can show that it took immediate and appropriate corrective action.
- (e) An employer may also be responsible for the **acts of non-employees**, with respect to sexual harassment of employees in the workplace, where the employer . . .
- (f) **Prevention** is the best tool for the elimination of sexual harassment from occurring, such as affirmatively raising the subject, expressing strong disapproval, developing appropriate sanctions, informing employees of their right to raise and how to raise the issue of harassment under Title VII, and developing methods to sensitize all concerned.

(Title 29, Chapter XIV, Sec. 1604.11 [revised 7.1.2006])

\*Other federal and state laws also protect harassment related to *gender, age, disability or sexual orientation*.