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## PRACTICE AREAS

Workers' Compensation

Personal Injury

Employment Discrimination

Sexual Harassment

Family Medical Leave Act

(FMLA)

Collections/ERISA

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# Sexual Harassment

Title VII prohibits sexual harassment in the workplace. Generally, there are two types of sexual harassment that are illegal under Title VII:

1. "Quid Pro Quo" harassment: This type of harassment includes "unwanted sexual advances, request for sexual favors." It is illegal for someone in management to make expressly, or implicitly, make your participation in this type of conduct a condition of continued employment or to affect the terms of your employment

2. "Hostile Work Environment" harassment: This includes any unwelcome sexual advances, requests for sexual favors, and other verbal or physical sexual conduct of a nature that unreasonably interferes with your ability to do your job, or creates an intimidating, hostile, or offensive work environment.

An example of quid pro quo harassment would be where your direct supervisor tells you, "if you come home and spend the night with me, I will make sure that your job is safe."

A "hostile work environment" may exist where:

- employees are constantly talking about you in a sexual manner
- the workplace is full of posters that display women in the nude, or which depict sexually explicit acts and conduct.
- another employee or supervisor touches you in a sexual manner.

The law requires employers to post a notice regarding sexual harassment in the workplace, to maintain a policy prohibiting "sexual harassment," and to notify its employees regarding who they can contact if they feel that they have been subjected to harassment

If you believe you have been subjected to sexual harassment, you can contact us.