



Sexual Assault Response Services *of Southern Maine*

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Sexual Harassment is . . .

A form of discrimination violating, Title VII of the Federal Civil Rights Act of 1964 and Title IX of the Education Amendments.

The Federal Equal Opportunity Commission defines sexual harassment as:

“ Any unwelcome requests for sexual favors, unwelcome advances and any other verbal or non-verbal conduct of a sexual nature.”

Types of Sexual Harassment

Quid pro Quo: Translates into “This for That” from Latin. Applies when a person in a power position makes decisions that effect a person’s job or educational benefits based on whether the employee or student complies with his or her demands. This can include but is not limited too: jobs, grades, rewards, and positions on a sports team.

Hostile Environment: Applies when the harassing behavior of anyone- not only a supervisor or instructor- makes an environment hostile, intimidating, or offensive. This type of sexual harassment consists of a pattern of behaviors that interferes with a person’s normal functioning. This can include but is not limited too: jokes, comments, gestures and touches.

All types of sexual harassment are illegal!

Help, Hope, and Healing