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## WHEN CAN SEXUAL HARASSMENT OCCUR?

Sexual harassment can occur in all types of circumstances and relationships:

- Between or among individuals of different sexes or of the same sex.
- In relationships of unequal power (for example, between supervisor and employee, faculty member and student, employee and job applicant, and between graduate assistant and student) including when the person in the less powerful position harasses a person in a more powerful position (ie: contrapower).
- In relationships of equal power (for example, between fellow employees or fellow students).

## EXAMPLES OF SEXUAL HARASSMENT

Sexual harassment can take many forms, but it generally falls into three categories: verbal, written/pictorial or physical. Defining characteristics of sexual harassment are that **the behavior is unwanted and tends to be repetitive in nature.**

Some examples are:

- Suggestive or inappropriate communications, notes, letters, or other written materials
- Suggestive or inappropriate photographs, videos, computer images, slides, graphics, cartoons or drawings
- Sexual innuendo, comments, or remarks about a person's clothing, body, or activities
- Suggestive or insulting sounds
- Whistling in a suggestive manner
- Humor and jokes about sex that denigrate either gender
- Sexual propositions, invitations, or pressure for sexual activity
- Implied or overt sexual threats

- Suggestive or obscene gestures
- Patting, pinching, or other inappropriate touching or brushing against the body
- Attempted or actual kissing or fondling
- Coerced sexual intercourse
- Sexual assault

Persons who engage in sexual harassment may be subject to civil or criminal action in addition to University disciplinary action.

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