



What is Harassment?

Sexual Harassment includes such things as:

- Sexually offensive language
- Inappropriate remarks about someone's body or sexual activities
- Indirect or direct pressure for sexual activity, with or without implied or directly stated threats
- Inappropriate touching, patting, pinching, leering or ogling someone's body.

It is sexual harassment when submission to any of these types of activities is a condition for receiving a grade, getting a job, advancing in a job, or is the basis for any kind of decision affecting that individual.

It is sexual harassment when any of these types of activities has the purpose or the effect of creating an intimidating, hostile or offensive environment for another person.

Sexual harassment can occur in situations where one person has the power over another (such as teacher/student or supervisor/employee), but it can also occur between equals (such as student/student). Sexual harassment can occur between men and women, but it can also occur between members of the same sex. Trying to make fun of "putting-down" someone using words that refer to a person possible sexual orientation (for example, calling someone "queer" or "fag") is sexual harassment.

Non-sexual Harassment

Non-sexual harassment is any type of repeated abusive or demeaning conduct that is based on a person's race, color, religion, national origin, physical or other disability, age, political belief, or affiliation, or socioeconomic status. Non-sexual harassment may be illegal and should be reported.

Harassment can take many forms; it can be verbal comments, physical contact, hate mail or phone calls, graffiti, or placing items on an individual's door. Harassment will not be tolerated at the University of Minnesota, Duluth.

Here is where you can learn more about how and where to get help if you are being [harassed](#).

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