

*Sexual Harassment In The Work Place Is Against The Law*

**What Is It?**

**Unwanted Sexual Attention Or Actions May Be Defined And Include Any Of The Following:**

**Verbal Abuse**

- < Proposition or demands for sexual favors.
- < Suggestive or sexist remarks or insults.
- < Lewd comments (i.e. jokes, stories of sexual nature,)
- < Using threats to obtain sexual favors or in retaliation for refusal to participate in illegal sexual conduct.

**Non-Verbal**

- < Pornographic or sexual suggestive pictures, calendars, graffiti.
- < Sexual gestures with hands, mouth or through body movements
- < Leering at or looking a person up and down may under certain circumstances be considered sexual harassment.

**Physical**

- < Blocking a person's path, or cornering a person.
- < Unwelcome touching, pinching, hugging, kissing, patting, stroking, massaging, or fondling.
- < Rape
- < Touching or rubbing self sexually in front of other people.
- < Unwelcome gifts of a sexual or personal nature.
- < Assaulting a person or their property.
- < Pulling, ripping or yanking on another's clothing.
- < Contracting for sexual entertainment (stripper's, etc.)

**NOTE:** This is neither a complete nor comprehensive list, but is used as A guide. Harassment is not strictly limited to overt actions of Supervisors. Harassment can occur between non-supervisory Employees, management, as well as our guests

**DO NOT BE INTIMIDATED!**

You must tell the harasser "I really don't appreciate your (remark, or other conduct) & don't let it continue. If this is a problem, I will gladly call the supervisor over." Tell the harasser you will not tolerate their behavior & reinforce you "DO NOT LIKE IT!" If the situation continues, immediately inform a management person.

Note: Harassment of a significant nature needs to be brought to management's attention even if the harassment has stopped.

Employee  
Signature \_\_\_\_\_

Date \_\_\_\_\_