

Sexual Harassment

Sexual harassment is illegal. It's considered a form of sexual discrimination under the Civil Rights Act Title VII. It also creates an unproductive and unpleasant working environment.

Many people, especially men, don't understand what constitutes sexual harassment. At times they are unsure and defensive about how to behave. That is one of the purposes of this training. To clarify what sexual harassment is.

Everyone has the right to be treated fairly at work and not to be made to feel uncomfortable there. That is why sexual harassment is an illegal form of discrimination. Sexual harassment may harm victims physically and emotionally. It may prevent them from performing well on the job. It is also harmful because it destroys mutual respect and trust and reduces productivity.

Sexual harassment can occur in any job or workplace. Harassers may be coworkers, managers, or even clients. While most victims are women, sexual harassment can also target males. It is essential to understand and recognize sexual harassment, act quickly to prevent it, and respond appropriately if it does occur.

Afortus, LLC has a company policy on workplace harassment and discrimination. Become familiar with it.

What is Sexual Harassment?

1. Sexual harassment is illegal and unfair.
2. Sexual harassment is undesirable, inappropriate sexual attention at work. It includes unwelcome, unwanted, and uncomfortable sexual advances or conduct, requests for sexual favors, or other physical conduct of a sexual nature. Its attention that a reasonable person would think is out of bounds.
3. The law defines sexually harassing behavior or acts:
Harassment makes sex a "quid pro quo" (something for something)

Harassment is regularly repeated acts that unreasonably interfere with job performance or create an intimidating, hostile, or offensive work environment. For example, foul language, jokes, gestures, comments, or displays of sexual pictures, cartoons, graphics, or objects.

4. Sexual harassment harms the victims. Victims may suffer emotional or physical harm or find it impossible to perform their jobs effectively.
5. Sexual harassment may be physical, verbal, or nonverbal.

Physical: Touching, holding, grabbing, hugging, kissing, “accidentally” bumping, physical assault, rape.

Verbal: Offensive jokes and language, threats, sexual comments, or suggestions.

Nonverbal: Staring at a person's body, leaning over someone at a desk, offensive gestures or motions.

The law does not prohibit sexual comments or relationships. However, it prohibits actions that link employment decisions to sex or that the recipient clarifies are unwanted and uncomfortable.

Summary

Sexual harassment is unwanted, unwelcome sexual attention that is illegal and unfair to the victims.

Unwanted physical acts, comments, and behaviors of a sexual nature are illegal harassment when they create a work environment that is intimidating, hostile, or offensive.

Sexual harassment can harm a victim's physical and emotional health.

Sexual harassment is a severe violation of the law and Afortus, LLC, company policy, with appropriate severe penalties.

If you feel that you have experienced any job-related harassment based on your sex, race, color, religion, age, national origin, disability, status as a Vietnam-era or special disabled veteran, or status in any group protected by federal, state, or local law, or believe that you have been treated in an unlawful or discriminatory manner, you are required to report the incident to your regional or area manager promptly. A member of the executive management will investigate the incident.