A Common-sense Definition of Sexual Harassment: [Annoyance]

Deliberate and/or repeated sexual or sex-based behavior that is not welcome, and not asked for.

Categories of Sexual Harassment:

1. Quid Pro Quo
   Quid Pro Quo is a Latin term often used in law. Essentially it means "you do something for me and I'll do something for you." In street terms, it means sex-for-jobs/grades etc. It can be based on a single advance or a long series of incidents.

2. Hostile Environment
   Hostile Environment is the most prevalent form of sexual harassment. For practical purposes, any sexually oriented conduct or any sexually oriented atmosphere that is intimidating or offensive to a "reasonable victim"of the same gender can be construed as a Hostile Environment. It generally involves a course of conduct.

Sexual Harassment:

Is a form of sexual discrimination in education or employment:

1. it may be physical, such as unwelcome touching or interference with movement;

2. verbal, such as epithets, derogatory comments or slurs; or,

3. visual, such as the display of derogatory cartoons, drawings, or posters.

Deliberate Indifference/ Reckless Disregard:

Repeated allegations of sexual misconduct by a school employee from a host of resources, summarily dismissed, including:

- favoritism toward female/male students;
- unwelcome, subtle sexual advances , even flattering in some instances, that makes some female/male students feel awkward about rejecting the advances;
- unwelcome leering, staring, sexual flirtations or propositions;
- unwelcome sexual slurs, epithets, threats, verbal abuse, derogatory comments or sexually degrading descriptions;
- unwelcome graphic verbal comments about an individual's body, or overly personal conversation;
- unwelcome sexual jokes, stories, drawings, pictures or gestures;
- unwelcome spreading of sexual rumors;
- unwelcome teasing or sexual remarks about student enrolled in a predominantly single-sex class;
- unwelcome touching of an individual's body or clothes in a sexual way;
- purposefully limiting of a sexual nature of a student's access to educational tools;
- conditioning academic and or student activity privileges on submission to unwanted sexual conduct from students or staff;
- cornering or blocking of a sexual nature of normal movements; and,
- displaying sexually suggestive objects in the educational environment.

AN EFFECTIVE PROGRAM TO MINIMIZE SEXUAL HARASSMENT CLAIMS

The federal Equal Employment Opportunity Commission suggests the following steps be taken by all employers:

- prepare an explicit written policy against sexual harassment;
- follow the policy;
- clearly and regularly communicate the policy to all supervisory and non-supervisory employees; express strong disapproval of sexual harassment and explain the sanctions for such conduct;
- maintain a procedure for sexual harassment complaints that encourages victims to come forward, and does not require that they complain to an offending supervisor;
- ensure privacy, provide effective remedies, protect witnesses and victims against retaliation; and,
- investigate all reports or complaints of possible sexual harassment promptly and thoroughly and take prompt corrective action when needed.