

# Sexual Harassment

*in the work place is...*

**ABUSIVE, HUMILIATING,  
INSULTING, OFFENSIVE,  
UNCOMFORTABLE, DEVASTATING  
AND IT'S ILLEGAL!**



## **WHAT IS SEXUAL HARASSMENT?**

Sexual harassment is an infringement of an employee's right to work in an environment free from unwanted sexual attention and sexual pressure of any kind. While sexual harassment need not necessarily involve a male harasser and a female victim, this is the most common situation in which the problem arises.

In addition, pressure can come from a person of either sex against someone of the opposite or same sex, and from peers and customers as well as supervisors.

Besides being a personal violation, sexual demands in the workplace, especially between the supervisor and the employee, threaten a person's economic livelihood and create an atmosphere that is not conducive to work.

*Sexual harassment is considered to be a form of gender discrimination and is illegal.*

## **Have you been a victim?**

**Have you experienced any of the following on the job?**

- Lewd remarks, catcalls, whistling, obscene references to your anatomy
- Unwanted physical advances or contact.
- Request for sexual favors
- Repeated propositions or requests for dates.
- Demands for sexual intercourse
- Exposure to sexually suggestive jokes and remarks

**As a result of refusing these advances, have you experienced any of the following?**

- Denial of promotion
- Termination or forced resignation
- Bad evaluation or poor recommendations
- Assignment of different, less favorable, working hours or conditions
- Demotion
- Loss of any other normal employee benefits.
- Additional job duties beyond your normal job description



*A work environment consisting of unwanted sexual attention, hostility, intimidation or offensive language, interferes with an individual's work performance. This behavior may constitute sexual harassment – and is illegal.*





## Maryland law

**Annotated Code of Maryland** – The Annotated Code of Maryland prohibits discrimination in employment on the basis of gender with respect to compensation, terms, conditions or privileges of employment.

State Personnel and Pensions Article, Title 5, Subtitle 2 establishes procedures for filing and investigating a discrimination complaint.

**Criminal Code** – Article 27 of the Annotated Code of Maryland prohibits coercive sexual demands or contact, including the intentional touching of any intimate part of the victim's body by another person against the will and without the consent of the other person.

**Executive Order on Sexual Harassment** – No. 01.01.2007.II, issued in 2007, Governor's Code of Fair Employment Practices prohibits sexual harassment in State Government.

## Federal law

TITLE VII of the Civil Rights Act of 1964 prohibits discrimination on the basis of gender in all terms, conditions and privileges of employment.

## Making your case

To make a strong case on your own behalf, you should document any incident of sexual harassment.

- Do not ignore sexual harassment.
- Keep a written record of when, how, and by whom the acts were committed.
- Get support from co-workers if possible.
- Keep a written record of when and how you informed supervisory personnel or your personnel officer of the conditions of sexual harassment you faced.
- Identify witnesses or others who have been harassed.
- Work with managers to take corrective action.

## What can you do?

If you are a victim of sexual harassment, you can:

1. Tell the harasser that the behavior is unwelcomed and unwanted.
2. Tell the harasser to stop.
3. Report the behavior to your supervisor.
4. Contact the Office of Employment and Program Equity at (410) 767-7861 to file a complaint.

Charges should be filed with the Office of Employment and Program Equity (OEPE) within 30 days after the alleged occurrence. Charges may be filed with the Maryland Commission on Civil Right (MCHR) within one-hundred eighty days after the alleged occurrence.

## Can the agency retaliate because I complain?

It is illegal to fire, demote, or take other adverse action against you because you complain of sexual harassment.

### Office of Employment and Program Equity

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