

## **Description**

What is sexual harassment? Is it a certain look? Does it include physical contact? Must the victim have succumbed to sexual advances? These are questions that will be addressed in this sexual harassment training session. It is important for employees to know the meaning of sexual harassment and what the company does to keep sexual harassment out of the workplace.

## **Objectives**

- Define sexual harassment
- Discuss sexual harassment occurrences in the workplace
- Learn how to prevent sexual harassment in the workplace

## **Audience**

Awareness of what constitutes sexual harassment can help avoid problems in the workplace. This session is designed to educate all employees on the issue of sexual harassment and on what the company should be doing to prevent sexual harassment.

## **Requirements**

Sexual harassment is prohibited in the workplace by the Civil Rights Act of 1964. Additional rules have been published by the Equal Employment Opportunity Commission. In 1986, the courts decided that sexual harassment is a form of sexual discrimination. In 1991, a provision was added to the Civil Rights Act that allowed women to sue for compensatory damages for sexual harassment.

Section 703(a)(1) of Title VII, 42 U.S.C. § 2000e-2(a)