What to do if you’re harassed...

Tell the harasser to stop.
This step can be a little unnerving, but it works most of the time. When confronted directly, harassment is especially likely to end if it is at a fairly mild level, such as telling off-color jokes, inappropriate comments or language, tacky cartoons, or repeated requests for dates after you have said no. Say clearly that you want the offensive behavior to stop. Not only does it put the offender on notice, it is also a helpful first step if further action becomes necessary.

Discuss your concerns with your supervisor.
If your supervisor is the one doing the harassing, report it to the next level. The University has the obligation to ensure its employees have a working environment free of sexually harassing behavior or conduct.

Contact Human Resources or the Office of EEO.
If the harasser is your supervisor or the harassment continues, seek guidance and assistance.

Are You Harassing?
Some things to consider regarding your behavior towards others:
- If you wouldn’t say or do it in front of your spouse or parents, it is probably a poor idea to say or do it at work.
- Would I be embarrassed to have my behavior reported in a newspaper article?
- How would you feel if your mother, spouse, sister or child was subjected to the same words or behavior?
- For more information please refer to WSU Policies and Procedures Manual section 3.06.

For Help or Information:
Matthew Johnston, x6123
Francisco Gonzales, x3186

Sexual Harassment:
Facts You Need To Know
Where is the “Sex” in Sexual Harassment?

We hear it frequently; this thing called “sexual harassment.” And we all know it is something that can result in very serious consequences (end careers, ruin reputations, hurt our friends and family). But the truth is that there are many misconceptions. There are also misunderstandings about what we can do about it and what is required by law.

What It Isn’t

Sexual harassment is not when a man compliments a woman on her dress. It is not sexual harassment when co-workers date. And unless the conduct is severe, single or isolated incidents of offensive sexual conduct do not generally create a sexually hostile work environment. Sexual harassment is not the majority of interactions and events that we all live and experience on a daily basis.

A Little Background, Please!

When the United States Congress enacted the Civil Rights Act of 1964, discrimination based on an individual’s gender became illegal. In 1980, the Equal Employment Opportunity Commission (EEOC) stated that sexual harassment is a form of sex discrimination prohibited by law. In 1986, the U.S. Supreme Court ruled that sexual harassment is a form of employment discrimination, and it is illegal. Sexual harassment is also illegal under state law, and is prohibited under State and University policy.

What exactly is sexual harassment?

Sexual harassment is a pattern of unwelcome conduct of a sexual nature, on-the-job, that impairs your ability to perform work. Sexually harassing behavior ranges from repeated offensive jokes or offensive comments to a workplace that is full of sexually offensive material and/or inappropriate sexually related conduct. A single incident can be so extreme as to constitute sexual harassment.

Sexual harassment may occur if a person is required to tolerate or accept sexual attention as a condition of employment or if an employment decision has been affected by a person’s acceptance or refusal to comply with or tolerate inappropriate sexual behavior.

Although we commonly perceive sexual harassment as just occurring between men and women, it does include conduct involving people of the same gender.

Wichita State University remains committed to maintaining an environment free of harassment.