

# SEXUAL HARASSMENT ON THE JOB IS UNLAWFUL!

Federal and state laws prohibit sexual harassment in the workplace.

The Equal Employment Opportunity Commission (EEOC) has issued guidelines (1980) which define harassment on the basis of sex to be a violation of Title VII of the Civil Rights Act of 1964. Unwelcome sexual advances constitutes sexual harassment when:

1. they are explicit or implicit condition of employment.
2. decisions on promotion, job assignment or salary depend on acceptance or rejection of the advance
3. it interferes with performance at work or creates an intimidating, hostile or offensive working environment.

The EEOC guidelines also state that the "employer, employment agency, joint apprenticeship committee or labor organization" can be held liable if any of its employees sexually harass another employee.

The Ohio Civil Rights Commission has adopted the stance taken by the EEOC. Under Chapter 4112 of the *Ohio Revised Code*, discrimination for failure to accept sexual advances falls under the category of "sex discrimination."

An employer should take all necessary steps to see that harassment does not occur. This should include:

- Affirmatively raising the subject with all employees
- Expressing strong disapproval of sexual harassment
- Developing appropriate sanctions for offenders
- Informing employees of their rights under Title VII and Chapter 4112
- Developing methods to sensitize employees about sexual harassment in the workplace.

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