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MAY 2021 | 1 | FAQs

Workplace Sexual Harassment: The Basics

This is not legal advice. It gives you general information only.

There are federal, state, and local laws that may protect you from workplace sexual harassment. This fact sheet talks only about federal law.

Federal laws set the minimum protections. Depending on your state or city you may have more protections.

If you are facing workplace sexual harassment, the [Legal Network for Gender Equity](#) and the [TIME'S UP Legal Defense Fund](#) can help connect you to attorneys. Attorneys in our network will do a first meeting with you for free.

1. What is workplace sexual harassment?

- Sexual harassment is unwelcome behavior in the workplace that happens to because of your sex, sexual orientation, or gender identity. Here are some examples:
 - Asking you out repeatedly.
 - Making comments about your body.
 - Putting someone down because of their sex, even if the comments are not explicitly sexual ("women can't do this job" "lesbians are not welcome").
 - Asking personal questions about a person's body, gender identity or expression, or gender transition.
 - Showing or sending you unwanted sexually explicit photos, emails, or text messages.
 - Linking something at work (a job, a raise, a shift, enough hours) to whether you take part in sexual conduct.
 - Grabbing, groping.
 - Sexual assault.
- Sexual harassment can be by a supervisor, a co-worker, or a customer. It can happen in the workplace. It can also happen away from the workplace and involve the people you work with. Sexual harassment can happen to someone of any gender and the harasser can be any gender as well.

Look here for more information about [Legal Protections for LGBTQ Employees](#)

Sexual Harassment In The Workplace A Guide To The Law

Robert F. Hachiya



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Sexual Harassment in the Workplace Ralph H. Baxter, Lynne C. Hermle, 1994 **Sexual Harassment in the Workplace** Ralph Baxter, 1981 **Sexual Harassment in the Workplace** Titus E. Aaron, Judith A. Isaksen, 1993 An overview of the research and legal opinions on sexual harassment in the workplace is presented Definitions and perceptions of prohibited practices are discussed as are effective responses by employers and employees Covered in depth are recent state and federal court decisions *Legal Research and Law Library Management* Julius J. Marke, Richard Sloane, Linda M. Ryan, 2006 This revised edition of Legal Research and Law Library Management retains the best elements of the previous edition while covering the latest in law library management **Women and Sexual Harassment** Robert C Berring, Anja A Chan, 2014-05-01 Here is a valuable guide that saves researchers investigating sexual harassment in the workplace enormous amounts of time and money Focusing on the hostile environment claim under Title VII of the Civil Rights Act of 1964 Women and Sexual Harassment is a complete resource tool In one easy to use volume it provides a detailed background and history of the hostile environment claim as well as an extensive guide on how to use and where to find the best resources available on this topic Unlike some legal books Chan's book does not require cover to cover reading to access pertinent information Anyone whether they are interested in the specifics of the hostile environment claim or sexual harassment in general will be able to locate the information they're looking for with the help of this handy guide It saves enormous amounts of time effort and money for researchers by providing extensive listings and evaluations of statutes cases agency decisions law review articles annotations and books containing information on this subject Readers can use the book to get a better understanding of the hostile environment claim or use it like a dictionary to pinpoint the specific resources that will be most useful to their area of research Women and Sexual Harassment is logically divided into five complete parts to make it easy to use Part 1 Clearly explains how to best use the book to access specific information Part 2 Describes the history and present state of the hostile environment claim in a manner that is to the point yet is more thorough than descriptions of the claim found in articles cases or other sources Part 3 Research guide Directs researchers to the best sources for information categorized by type and area Includes tips that will save hours in the library and will help researchers find the most up to the minute articles and cases Part 4 Bibliography of primary legal sources Covers statutes regulations and case law on the hostile environment claim and sexual harassment Part 5 Bibliography of secondary sources Includes books articles surveys and legislative history The annotated bibliography broken down by type of source and type of information not only points researchers in the right direction but also steers them away from sources that seem valuable from their title but are in fact not worthwhile The insightful written analysis of the hostile environment claim alone provides researchers unfamiliar with the subject with a clearly written history and definition of the claim its key elements employer liability statute of limitations remedies considerations of discovery and evidence and related claims Women and Sexual Harassment is an invaluable guide for all

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Sexual Harassment in the Workplace Kimberly Pruett, 2001-01-01 Covers the sources needed to thoroughly research sexual harassment in the workplace Lists major primary and secondary authorities combining leading cases and articles with a research strategy designed to serve as a starting point for exploring the topic in depth **A Manager's Guide to**

Preventing Liability for Sexual Harassment in the Workplace Beth K. Whittenbury, 2013-02-03 This book is a must read for every manager and supervisor Written in an engaging and conversational tone the prose is not preachy or condescending but presents crucial knowledge in a clear and concise fashion You can read the book in one sitting test your new knowledge through the quiz in the back of the book practice your understanding by applying new concepts to example vignettes and find your answers to commonly asked questions about sexual harassment The author adapted this book from her highly effective

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the what if questions that inevitably arise at least once in every leader's tenure

The Practical Guide to Employment

Law Mark Filipp, 2005-05-27 The Practical Guide to Employment Law is a comprehensive desk manual for HR managers, legal counsel, and labor and employment attorneys. It covers federal employment laws in plain English, giving readers the practical information necessary to apply the laws as well as providing readers with essential court cases and tips for compliance in every chapter. The Practical Guide to Employment Law includes a compliance checklist section where readers can learn the various laws that apply to such topics as hiring, terminations, and benefits. It also includes a supervisory training section on several laws, including FMLA and ADA. The Practical Guide to Employment Law also includes a CD-ROM that contains reproducible pages that summarize key provisions of the major employment laws as well as quizzes on each of the laws to be administered to your staff for training purposes.

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Juliana Lightle, Elizabeth H. Doucet, 2007-01-01

Legal First Aid: A Guide for Health Care Professionals

Anthony L. DeWitt, 2010-10-22 Legal First Aid: A Guide for Health Care Professionals is included in the 2015 edition of the essential collection of Doody's Core Titles. Legal First Aid: A Guide for Health Care Professionals is a definitive quick reference for the health care professional, providing the answers to legal questions related to patient care. A succinct and easy-to-understand text, this book provides solid advice on important legal issues such as: What can I discuss under HIPAA with the patient's family and Who can make end-of-life decisions if there is no next of kin. This guide also includes a glossary as well as case examples, dialogues, resources, and caution callouts. Legal First Aid: A Guide for Health Care Professionals covers all aspects of both civil and criminal law problems and informs readers faced with difficult legal issues when to seek professional help. Every practicing health professional should have this guide.

The Everyday Law Guide for American Employers

Pasquale De Marco, 2025-08-10 The Everyday Law Guide for American Employers is the indispensable guide to employment law for employers, managers, supervisors, and HR professionals. This comprehensive resource provides a thorough understanding of the legal landscape surrounding the workplace, empowering you to navigate the complexities of employment relationships and ensure compliance with all applicable regulations. Written in clear and accessible language, this book covers a wide range of topics essential to managing a workforce effectively and fairly. From hiring and managing employees to addressing discrimination and harassment, from managing leaves of absence and employee benefits to ensuring workplace safety and health, this guide provides practical strategies and legal insights to help you navigate every aspect of employment law. Key features of this book include: A comprehensive overview of the employer-employee relationship, including the legal distinctions between employees and independent contractors. Practical guidance on hiring and managing employees, including performance evaluation, training, and employee benefits. In-depth analysis of wages, hours, and overtime, including minimum wage, tipped employees, and employee exemptions. Clear explanations of discrimination and harassment laws, including how to prevent and address these issues in the workplace. A comprehensive guide to developing and implementing employee handbooks and workplace

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The Law of Higher Education, A Comprehensive Guide to Legal Implications of Administrative Decision Making William A. Kaplin, Barbara A. Lee, Neal H. Hutchens, Jacob H. Rooksby, 2019-04-01 Your must have resource on the law of higher education Written by recognized experts in the field the latest edition of The Law of Higher Education Vol 2 offers college administrators legal counsel and researchers with the most up to date comprehensive coverage of the legal implications of administrative decision making In the increasingly litigious environment of higher education William A Kaplin and Barbara A Lee s clear cogent and contextualized legal guide proves more and more indispensable every year Two new authors Neal H Hutchens and Jacob H Rooksby have joined the Kaplin and Lee team to provide additional coverage of important developments in higher education law From hate speech to student suicide from intellectual property developments to issues involving FERPA this comprehensive resource helps ensure you re ready for anything that may come your way Includes new material since publication of the previous edition Covers Title IX developments and intellectual property Explores new protections for gay and transgender students and employees Delves into free speech rights of faculty and students in public universities Expands the discussion of faculty academic freedom student academic freedom and institutional academic freedom Part of a 2 volume set If this book isn t on your shelf it needs to be

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Equal Employment Opportunity Compliance Guide 2018 Mid-Year Supplement (IL) Buckley,

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