

**Sex/Gender-Based Harassment is defined as unwelcome conduct determined by a reasonable person to be so severe or pervasive, or objectively offensive that it unreasonably interferes with an individual's performance or creates an intimidating, hostile, or abusive working or learning environment.**

**Conduct may appear to be consensual may also be unacceptable and deemed harassment.**



Sex/ Gender  
- Based  
Harassment

## Examples include but are not limited to:

- Direct propositions of a sexual nature;
- Sexual innuendoes and other seductive behavior, including subtle pressure for sexual activity such as repeated, unwanted requests for dates, and repeated inappropriate personal comments, staring, or touching;
- Direct or implied threats that submission to sexual advances will be a condition of employment, promotion, grades, etc.;
- Conduct (not legitimately related to the subject matter of a course or curriculum, if one is involved) that has the effect of discomforting, humiliating or both, and that includes one or more of the following:
  - o comments of a sexual nature, including sexually explicit statements, questions, jokes, anecdotes, or graphic material (e.g., visuals, such as screen savers, which are sexually explicit);
  - o unnecessary or unwanted touching, patting, massaging, hugging or brushing against a person's body or other conduct of a physical nature;
  - o remarks of a sexual nature about a person's clothing or body;
  - o insulting sounds or gestures, whistles, or catcalls;
  - o invading someone's personal space or blocking their path;
  - o unwelcome and inappropriate letters, telephone calls, electronic mail, or other communications;
  - o displaying sexually suggestive objects, pictures, cartoons or posters (e.g. screen savers).
- A consensual romantic or sexual relationship that:
  - o causes adverse treatment of third parties;
  - o or creates a hostile or intimidating working or learning environment for third parties.

