

# SEXUAL HARASSMENT IS ILLEGAL

Sexual harassment of employees of this company will not be tolerated. We want all employees to know that they can work with security and dignity, and are not required to endure insulting, degrading or exploitative treatment.

## Examples of sexual harassment include:

- ◆ Unwelcome sexual advances
- ◆ Requests for sexual favors
- ◆ Suggestive or lewd remarks
- ◆ Verbal/ physical / visual conduct of a sexual nature
- ◆ Pornographic posters, cartoons or drawings
- ◆ Unwelcomed sexual jokes or 'banter'

## It is evidence of sexual harassment when.

- ◆ Submission to the conduct is made an explicit or implicit term or condition of employment;
- ◆ Submission to or rejection of the conduct is used as the basis for an employment decision; or
- ◆ The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating or hostile work environment.



**If you encounter such abuses from supervisors, fellow employees, or clients, report it immediately to your supervisor or contact.**

**HR Manager or Director Advocacy  
or Director Medical**