

PREVENTING SEXUAL HARASSMENT

Establishing Boundaries

The following activities/actions could easily be interpreted as sexual harassment, and should be avoided:

- Comments about another's looks, clothing or body
 - Repeated requests for dates
 - Invitations to participate in non-work-related activities
 - E-mails unrelated to work or academic tasks
 - Comments such as, "Hey, give me a smile"
 - Public humiliation or embarrassment
 - Leaning over and invading another's space, or unwanted touch
 - Offering transportation or financial assistance
 - Interactions on social media
 - Meeting alone with an individual behind closed doors
 - Inviting a sole individual to your residence
 - Calling someone by a nickname rather than their given name
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The following activities/actions are always interpreted as sexual harassment and should *never* be employed.

- Leering
 - Wolf whistles
 - Discussion of one's partner's sexual inadequacies or one's sex life with a student or fellow employee
 - Sexual innuendo
 - Comments about men's or women's bodies
 - "Accidentally" or intentionally touching sexual parts of another's body
 - Lewd and threatening letters
 - Tales of sexual exploitation
 - Sexist and insulting graffiti
 - Sexist jokes and cartoons
 - Hostile put-downs of women or men
 - Displaying or talking about pornography
 - Pressing or rubbing up against another person
 - Soliciting sexual services
 - Stalking
 - Indecent exposure
 - Direct sexual advances or propositions, including higher-ranked employees or professors asking for sexual favors from lower-ranked employees or students
 - Creating a hostile environment using sexist jokes or remarks, or by pinning up sexually explicit or pornographic photos
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