

## ***Behaviors Which May Constitute Sexual Harassment***

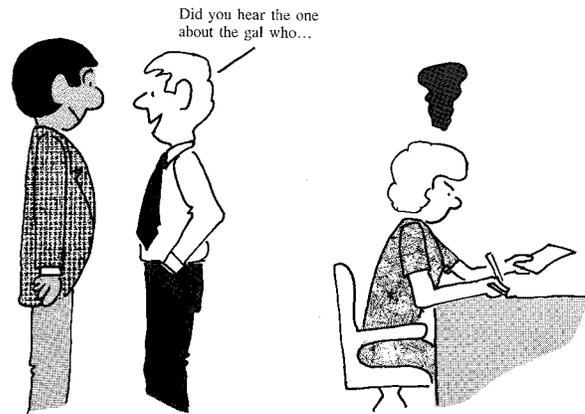
Here are some examples of specific situations or actions that may be considered sexual harassment:

### **Physical**

- ! touching or rubbing oneself sexually around another person
- ! standing too close or brushing up against a person
- ! touching the person's clothing, hair, or body
- ! giving a massage around the neck or shoulders
- ! blocking someone's path
- ! hugging, kissing, patting, squeezing, pinching, grabbing, or stroking a person

### **Verbal**

- ! whistling at someone or making cat calls
- ! turning work discussions to sexual topics
- ! telling sexual jokes or stories
- ! making sexual comments about someone's body, clothing, or appearance
- ! telling lies or spreading rumors about a person's personal sex life
- ! making kissing sounds, howling, or smacking lips
- ! making sexual comments or innuendos
- ! asking about sexual fantasies, preferences, or personal history
- ! asking personal questions about intimate social or sexual life
- ! repeated pressure or propositions for a date
- ! obscene language which is gender-specific or sexual in nature
- ! using derogatory terms such as "doll", "girl", "honey", "hunk", or "stud"



### **Non-verbal**

- ! staring at someone
- ! displaying sexually suggestive pictures, calendars, posters, cartoons, etc.
- ! making facial expressions such as throwing kisses, winking, etc.
- ! making sexual gestures with your hands or through body movements
- ! looking a person up and down
- ! displaying sexually explicit videos or computer displays
- ! giving unwelcome personal gifts