

# GENEQ sexual harassment

## What is Sexual Harassment?

Sexual harassment is coerced, unethical and/or unwanted sexual attention (including verbal harassment, demands for sex, subtle suggestions, rape, and sexual assault). **Quid pro quo** harassment occurs when a superior (teacher, employer, etc.) causes someone to believe that they must submit to **unwelcome** sexual conduct in order to participate in a school or work activity. **Hostile environment harassment** occurs when unwelcome, sexually harassing conduct is so severe or persistent that it affects someone's ability to participate in or advance at school or work. By legal definition, sexual harassment is viewed in terms of the **impact** of the harassing behavior on an individual and not by the **intent** of the alleged perpetrator. In assessing whether an incident constitutes sexual harassment – ranging from a strict violation of law to a case of inappropriate behavior – consideration is given to the entire context of the situation. Sexual harassment is about **power**—unequal power relationships are often exploited or created by abusive behavior. Some examples of potential sexual harassment:

## Verbal Harassment

- **Sexual innuendoes and comments about your clothing, body or sexual activities** (ie: “I noticed you lost weight; I’m glad you didn’t lose your gorgeous chest too”: hostile environment)
- **Suggestive or insulting sounds** (ie: cat calls, whistles, etc.: hostile environment)
- **Humor and jokes about sex in general that make someone feel uncomfortable or that they did not consent to** (hostile environment)
- **Sexually harassing a person or group based on perceived or actual gender, sexuality, age, disability, race, etc.** (ie: a teacher telling a class that “pretty girls aren’t good at science;” calling someone a lesbian because they want to play sports; a group of peers at school saying loudly how “Latin women are always wildcats in bed,” calling a man a “fag” because he doesn’t play football, etc: hostile environment)
- **Sexual propositions, invitations or other pressure for sex** (ie: “My office hours are limited; why don’t you stop by my house this evening so we can have privacy and time to get to know each other better”: quid pro quo)
- **Implied or overt threats** (ie: “It’s very simple; if you want to pass accounting, you have to be nice to me and sex is the nicest thing I can think of:” quid pro quo)

## Physical Harassment:

- **Patting, pinching, grabbing, and any other inappropriate touching or feeling** (Sexual assault/battery)
- **Brushing against the body with the intention of being sexual** (Sexual assault/battery)
- **Attempted or actual kissing or fondling without consent** (Sexual battery/assault)
- **Coerced or forced sexual intercourse** (Rape)

## Other forms of sexual harassment:

- **Leering or ogling** (ie: an advisor who meets with a student and stares at their breasts or crotch)
- **Making obscene or sexual gestures** (ie: mimicking sexual activities in order to harass others)
- **Visuals** (ie: supervisor posting sexually provocative pictures in their office space)

## **What you can do if you are sexually harassed:**

- Tell the harasser that the behavior is unwelcome and that they must stop immediately.
- If you are in immediate danger, get out of the situation and get to a safe place.
- Keep a log of harassing behavior with dates, times, behavior, the words that were spoken, who was present, and where it took place (this will demonstrate that the harassment was ongoing as well as the pattern of behavior).
- Report sexual harassment to the harasser's superior as soon as possible (most companies, schools, etc. have a policy regarding reporting that you can find out from supervisors/teachers/etc.).
- Contact the Sexual Harassment/Assault Resource Specialist in the Gender Equity Resource Center to find out your options for reporting and resources for support
- Report sexual harassment to Campus Climate and Compliance (Title IX) Office on campus.
- If possible, avoid being alone with the harasser—take other people with you if you must interact with the harasser.

***For information on how to help a friend that is being sexually harassed, please see our “How to Help a Friend” resource sheet.***

## **Resources:**

### **Sexual Harassment/Assault Advocacy and Peer Education**

(510) 643-9861  
shape@berkeley.edu

### **Campus Climate & Compliance-Title IX/VI**

(510) 643-7985  
<http://ccac.berkeley.edu>  
200 California Hall

### **Gender Equity Resource Center**

202 Cesar Chavez  
Resource Specialist: 510/643-5727  
<http://geneq.berkeley.edu>

### **University Health Services (Tang Center)**

Confidential counseling  
(510) 643-7754 CARE Services- faculty/staff  
(510) 642-6074 Social Services- students

### **UC Police Department Threat management**

Non-emergency: (510) 642-6760  
1 Sproul Hall

### **Office of Student Conduct**

(510) 643-9069  
<http://sja.berkeley.edu>

### **California Legislative Information**

[www.leginfo.ca.gov](http://www.leginfo.ca.gov)

### **UC Personnel Office-Employee Relations**

(510) 642-7163

### **Office of Student Conduct**

(510) 643-9069  
<http://osc.berkeley.edu>

### **Student Advocate Office**

(510) 642-6912  
<http://www.ocf.berkeley.edu/~advocate/>

### **Staff Ombuds Office**

(510) 642-7823

### **Student Ombuds Office**

(510) 642-5754