

# Sexual Harassment

## Software Engineering Services

January 28, 2012

# What is Sexual Harassment?

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**Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when**

- (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment,**
- (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or**
- (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating or offensive work environment.**

**Behaviors that create an environment so offensive, intimidating, or hostile that it interferes with a person's ability to work.**

**Vast majority of cases  
fall into this category**

# Examples of Hostile Environment

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- **Repeated unwelcome sexual attention (comments, questions about an individual's sexuality or sex life)**
- **Repeated and gratuitous comments by an Individual about the person's own sex life and desires.**
- **Repeated undesired physical contact, such as brushing up against someone.**

# WHO can Sexually Harass?

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- **Men can sexually harass**
  - Women or other men
- **Women can sexually harass**
  - Men or other women
- **Supervisors can sexually harass subordinates**
- **Subordinates can sexually harass supervisors**
- **SES Team Members can sexually harass other SES Team Members**
- **Client Employees can harass SES Team Members**



# Software Engineering Services' Statement Concerning Sexual Harassment

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**Software Engineering Services stands firmly for the principle that ALL Team Members have a right to be free from harassment based on race, color, sex, religion, national origin, age, disability, sexual orientation, or protected activity under the anti-discrimination statutes by any other member of the community, and SES will not tolerate any form of harassment.**

# Steps You Can Take on Your Own

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- **Speak up at the time of the harassing conduct and say “NO” to the harasser.**
- **Inform your immediate Manager**
- **Inform SES Human Resources: Esper Smith, (402) 292-8660 ext. 212**