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## How prevalent is Sexual Harassment?

### Sexual Harassment Statistics in the Workplace:

Studies suggest anywhere between 40-70% of women and 10-20% of men have experienced sexual harassment in the workplace.

Approximately 15,000 sexual harassment cases are brought to the Equal Employment Opportunity Commission (EEOC) each year. According to the EEOC, the number of sexual harassment complaints filed by men has more than tripled in recent years. Currently, approximately 11% of claims involve men filing against female supervisors.

### Sexual harassment should always be taken seriously because:

- No one deserves to be harassed
- Sexual harassment is often repeated unless action is taken.
- Sexual harassment may affect people's ability to work or study.
- Sexual harassment can lower self-esteem and cause health problems.
- Sexual harassment can cause major disruption to a workplace.
- Employers may be liable for harassment by their employees, or of their employees by their clients, if they do not take sufficient steps to prevent harassment occurring.



### Wichita Area Sexual Assault Center

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Wichita, Kansas 67212

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*It's time to take it serious!*

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# What is Sexual Harassment?

**Sexual harassment is any attention of a sexual nature that is unwanted or unwelcome.**

**Under the Human Rights Act two types of sexual harassment are prohibited. They are:**

1. **"QUID PRO QUO"** A request for sex with an implied or overt promise of preferential treatment or a threat of detrimental treatment.
2. **"Hostile environment"** Sexual behavior, language or visual material which is unwelcome or offensive and either repeated or significant enough to have a detrimental effect on the person subjected to it. The harasser can be anyone; a supervisor, instructor, co-worker, or peer.

**Sexual harassment of either kind is unlawful when it occurs in any of the following areas of life:**

- Employment
- Access to education
- Access to public places, vehicles and facilities
- Provision of goods and services
- Land, housing and accommodation
- Industrial and professional associations, qualifying bodies and vocational training bodies
- Partnerships

## What to do if you are being harassed:

- ◇ **Keep a record of the incidents that you find offensive. Document the date, time, specific offence, how you reacted, and if there were any witnesses.**
- ◇ **Talk it over with someone you trust and who will keep the information confidential. Many times talking to someone helps us determine what our best options are.**
- ◇ **Confront the person who is harassing you. Tell them you do not like the behavior and you want it to stop.**
- ◇ **Do not confront the person if you do not feel safe.**
- ◇ **Report. Most offenders will not stop the behavior unless they have consequences.**
- ◇ **The Human Rights Commission can file a complaint against your employer on your behalf.**
- ◇ **Cooperate with the investigation**
- ◇ **Remember, it is NOT your fault!**

### Wichita Area Sexual Assault Center

**24 hour Crisis Line— (316) 263-0185**

### HUMAN RIGHTS COMMISSION:

**(316) 337-6270**

## Sexual harassment may include:

- Personally sexually offensive verbal comments.
- Sexual jokes.
- Repeated comments or teasing about someone's alleged sexual activities or private life.
- Persistent, unwelcome social invitation or telephone calls from workmates during work or at home.
- Following someone home from work.
- Offensive hand or body gestures.
- Physical contact - ie: patting, pinching, touching or putting an arm around another person's body - which is unwelcome.
- Rumors about someone if they are in any way sexual.
- Rumors or comments regarding a person's sexual orientation.
- Any letters or e-mails about someone or written to someone with a sexual connotation.
- Provocative visual material - ie: pictures or posters with a sexual connotation.
- Hints or promises of preferential treatment in exchange for sex, or threats of preferential treatment if sex is not offered.
- Sexual assault and / or rape.