



LAES has developed a series of immigrant issue instructional modules entitled "Tierra de Oportunidad" for orientation to our complex society.

Definition of Sexual Harassment

<i>Actual Language</i>	<i>Simplified Language</i>
Sexual harassment means unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature, made by someone from or in the work setting, under any of the following conditions:	When someone from work or at work asks for sexual favors, or when they speak, show pictures or their physical movements have sexual tones, in these two conditions:
c) The conduct has the purpose or effect of having a negative impact upon the individual's work or performance, or of creating an intimidating, hostile, or offensive work environment.	c) The behavior creates a hostile, offensive intimidating situation that has a negative influence in the individual's work.
d) Submission to or rejection of the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs, or activities available at or through the institution.	d) The acceptance or rejection of this conduct is used to make decisions about benefits, services, and honors.
<i>Clarification</i>	<i>Clarification</i>
For the purpose of further clarification, sexual harassment includes, but is not limited to: <ul style="list-style-type: none"> • Continuing to express sexual interest after being informed that the interest is unwelcome. (Reciprocal attraction is not considered sexual harassment.) • Making reprisals, threats of reprisal, or implied threats of reprisal following a negative response. 	To make it clearer, these are some examples of sexual harassment: <ul style="list-style-type: none"> • Continue to tell about sexual interest after being told no. • Making threats of revenge after told no.
For example, within the work environment either implying or actually withholding support for an appointment, promotion, or change of assignment; suggesting a poor performance report will be prepared, or suggesting probation will be failed.	Examples of threats are saying that there will be no promotion, or change of job; saying that there will be a bad evaluation, or that the individual will not pass probation.

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