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Sexual Harassment

You
don't
have
to
take
it!



State of New Jersey
Christine Todd Whitman, *Governor*

Department of Community Affairs
Harriet Derman, *Commissioner*

Division on Women
Linda B. Bowker, *Director*

~~New Jersey State Library~~

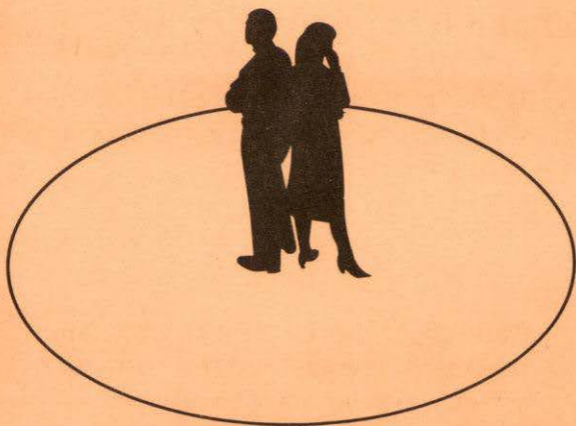
What is Sexual Harassment?

According to the New Jersey Division of Civil Rights, **sexual harassment** is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment violates the NJ Law Against Discrimination and federal law when:

- Submission to such conduct is made, (either) explicitly or implicitly, a term or condition of employment;
- Submission to or rejection of such conduct is used as the basis for employment decisions, such as denial of a promotion or a raise;
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Sexual Harassment includes such unwelcome behaviors as s/he:

- constantly invites you for drinks, dinner, dates;
- invades your personal space while working together;
- stares at the intimate parts of your body;
- makes obvious sexual gestures at you;
- asks questions about your personal and/or sexual life;
- writes, draws and/or sends graffiti, pictures, cartoons and/or cards which are sexually offensive to you;
- exerts subtle pressure to coerce you into sexual interactions;
- kisses you without your consent at school, parties with peers or at business events;
- touches, rubs or grabs at your body;



What are the possible effects of Sexual Harassment?

FEELINGS OF:

- powerlessness, helplessness, guilt and anger;
- self-blame, depression, lowered self-esteem;
- isolation - because family, friends and co-workers don't understand and/or minimize the victimization; rejection by peers;
- concern about one's mental and physical well-being.

AT SCHOOL, COLLEGE/UNIVERSITY:

inability to concentrate; lower grades; withdrawal from courses; changing majors; absenteeism; dropping out of school.

IN THE WORKPLACE:

decreased productivity; denial of advancement and/or benefits; retaliation by harasser; loss of income or job.

What if it happens to you?

If you feel uncomfortable and/or think that someone's behavior is inappropriate, trust your own judgment;

Do not blame yourself; no one asks to be victimized;

Talk about the incident(s) with family members, friends and/or co-workers whom you believe will be supportive; obtain your academic or personnel file;

Become familiar with the sexual harassment policies and grievance /complaint procedures in your school and/or workplace and resources, such as: the Division on Civil Rights, the Equal Employment Opportunity Commission, private attorneys knowledgeable in cases of discrimination;

Document dates, times, places and events that make you feel uncomfortable. Keep any harassing documents or pictures;

Inform the harasser verbally, or in writing, that his/her behavior is unwelcome. Keep a copy of any written communication sent to the harasser;

Consult with a trusted supervisor, administrator and/or personnel trained in issues of discrimination.

Seek supportive counseling from the local rape crisis center or call the New Jersey Coalition Against Sexual Assault at: 908-418-1354.

These are some of your options — the course of action is your own choice.

Signs of Sexual Harassment

- Are you called "hon" or "babe" by peers, teachers or supervisors?
- Are you asked detailed questions about your social or personal life, or told about someone else's?
- Do you hear constant comments about your clothing, appearance, body?
- Do you notice other students or workers experiencing discrimination because of their age, racial, ethnic or religious backgrounds, or sexual orientation?
- Are sexually suggestive tones, descriptions or body language a part of school or work related discussions and/or environments?
- Does your teacher or supervisor use hugs, pats on your back, or arm around your shoulder to make points?
- Is there a hostile environment toward women or men, i.e., jokes, comments, cartoons, pictures of a sexual nature posted in your school, college, university or workplace?



Most complaints of sexual harassment involve an abuse of power, usually that of a male supervisor over a female subordinate. More than 95% of all sexual harassment cases involve men as the harassers. (Anderson-Davis study, Sexual Harassment Training Materials of the U.S. Navy)

Supportive Agencies

The Division on Civil Rights:

Atlantic City	(609) 441-3100
Camden	(609) 757-2850
Newark	(201) 648-2700
Paterson	(201) 977-4500
Trenton	(609) 292-4605

Equal Employment Opportunity Comm.:

1 Newark Center, 21st Fl.
Newark, NJ 07102
(201) 645-6385

It is important to be aware of time limits regarding the filing of claims.

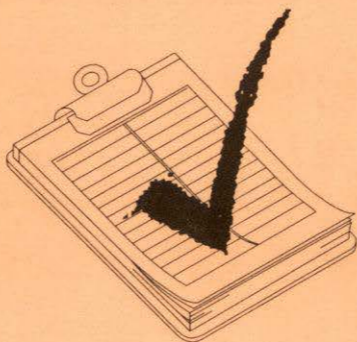
For referral to your local anti-sexual violence program, call:

NJCASA
(908) 846-3586, or
(908) 418-1354

This brochure has been prepared by the
New Jersey Coalition Against Sexual Assault

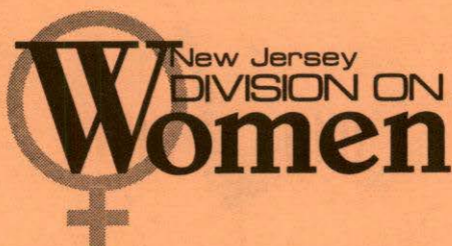
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The Division on Women
*Office on the Prevention of
Violence Against Women*

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FACTS:

- Eighty-five percent of girls and seventy-five percent of boys surveyed say they have experienced unwanted and unwelcome sexual behavior that interferes with their lives. (*AAUW. Hostile Hallways, 1993.*)
- In 1980, a year-long study of sexual pressure on federal employees revealed forty-two percent of women and fifteen percent of men disclosed being the victims of sexual harassment. (*US Merit Systems Protection Bd., 1980*)
- One-third of those students who have been harassed first experienced such unwelcome behavior before seventh grade. (*AAUW. Hostile Hallways, 1993*)
- A study of over 10,000 women working for the federal government found the women had experienced: Sexual remarks (33%); Leers and suggestive looks (28%); Touching (25%); Pressure for dates (15%); Pressure for sexual favors (9%), and Sexual assault or rape at work (1 %) ("*Sexual Harassment: It's About Power, Not Sex,*" *New York Times, Oct. 22, 1991.*)
- Studies indicate that there is a 75% chance that the harassment will continue or escalate if ignored. (*Farley, Lin. Sexual Shakedown, 1980.*)



If you would like more information/
brochures about,

- *Sexual Harassment*
- *Sexual Violence*
- *Domestic Violence*
- *Stalking*

please write the following agencies:

New Jersey Coalition Against Sexual Assault
5 Elm Row, Suite 306
New Brunswick, NJ 08901-2103

Division on Women
Office on the Prevention of Violence Against
Women
101 South Broad St. - CN 801
Trenton, NJ 08625-0801

