



# SEXUAL HARASSMENT IS AGAINST THE LAW

## What is sexual harassment?

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- Any deliberate or repeated unwelcomed verbal comment or gesture of a sexual nature by any member of the armed forces or civilian employee of the Department of Defense. For example, sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment; When this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

## Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

- The victim, as well as the harasser, may be a woman or a man. The victim does not have to be of the opposite sex.
- The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- The victim does not need to be the person harassed, but could be anyone affected by the offensive conduct.
- Unlawful sexual harassment may occur without economic injury or discharge of the victim.
- The harasser's conduct must be unwelcomed/unwanted.

## What do I do if I am sexually harassed?

- It is helpful for the victim to inform the harasser directly that the conduct **IS** unwelcomed/unwanted and must stop; however **is not** necessary. The victim should use any employer complaint mechanism or grievance system available. Locally, you may contact your Offutt EO Team for additional assistance at:

55 WG EO Office 901 SAC Blvd/Bld 500 Ste 2A 2Fl Rm 2E27 @ (402) 294-3709

## Protect against retaliation!

- It is unlawful to retaliate against an individual for opposing employment practices that discriminate based on sex or due to a member filing a discrimination charge, testifying, or participating in an investigation, processing, or litigation under Title VII.

The AF Discrimination and Sexual Harassment Hotline is available 24 hours a day. You can reach the Hotline by calling 1-888-231-4058. Air National Guard members can also contact the National Guard EO Hotline at 703-607-5462 or 1-800-371-0617.