

Sexual Harassment Prevention

Consider:

1. Do you feel this situation depicts sexual harassment?
What makes you believe this is/is not sexual harassment?
2. Does this scenario reflect a harmless comment made by a superior or does it reflect a sexually hostile environment or something else?
3. How do you make sure your workplace isn't adversely affected by these types of requests?



Discussion:

This situation depicts **quid pro quo sexual harassment**. Quid pro quo is a Latin term that means “this for that.” This type of sexual harassment occurs when submission to or rejection of sexual conduct is made explicitly or implicitly a condition or term of a person’s job, pay, or career.

Quid pro quo can involve unwarranted sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. It can involve threats of adverse action if the person does not submit, or promises favorable actions if the person does submit. Examples include demanding sexual favors in exchange for a promotion, award, or favorable assignment; disciplining, penalizing, or threatening a poor evaluation on a subordinate who refuses a sexual advance.

In a quid pro quo sexual harassment situation, the harasser is usually someone who is in a position of power. The victim is usually a person who feels they must respond to the sexual advances in order to gain something they need or want, or keep something negative from occurring.

The computer tower is clearly implying a senior-subordinate relationship and that more is expected from the computer monitor. And, it appears the tower targets newer members who may not know the system or be confident enough to challenge the inappropriateness. Our environment must be a place where members are able to perform without being subjected to unwanted, unsolicited, or inappropriate comments or actions. Everyone needs to feel confident in their teammates and leaders.

Members who demonstrate this type of behavior do not deserve to be leaders in our organizations. Do not let these type of abuses occur on your watch.

This poster, related animation, and discussion page are available for download at:
<https://www.deomi.org>, then select the Human Relations Toolkit tab, then Harassment Prevention.