

## **CHECKLIST OF WARNING SIGNS OF SEXUAL HARASSMENT**

Sexual harassment can be defined as unwanted verbal or physical behavior of a sexual nature that is repeated after there has been a clear statement that it is not welcome. Listed below are warning signs of behavior considered to be sexual harassment.

☐ Inappropriate Comments.

**Note:** Managers should note inappropriate sexual comments, jokes, flirting, or use of affectionate terms.

☐ Inappropriate Physical Contact.

**Note:** Managers should watch for any touching that appears suggestive. Managers should let employees know immediately if something is inappropriate.

☐ Howling, Catcalls, Whistles.

☐ Leaving sexual messages on email.

☐ Content in letters and notes, facsimiles, and e-mail that is of a sexual nature.

☐ Unwelcome touching, patting, brushing up against, or tickling.

☐ Behavior that creates a “hostile” work environment.

☐ Displaying pictures, calendars, cartoons, or other sexual material in the workplace.