

Sexual Harassment Issues

Sexual harassment can be:

Male to female
Female to male
Male to male
Female to female

Sexual harassment can be:

Student to student
Teacher to student
Student to teacher
Teacher to teacher

What are some examples of behavior that may be considered sexual harassment?

- Staring or leering at parts of someone else's body
- Comments, gestures or jokes of a sexual nature
- Displaying of sexual pictures or objects
- Spreading sexual rumors or commenting about sexual behavior
- Repeated pressuring for dates or unwanted sexual activity
- Touching, grabbing, pinching
- Asking for sexual favors in exchange for grades, promotions or participation in school activities
- Physical sexual assault

What are the differences between flirting and harassment?

Flirting

Welcome
Wanted
Two-sided
Enjoyable
Equal participation

Harassment

Unwelcome and unwanted
One-sided
Feels uncomfortable
Embarrassing or humiliating
Use of power

What are my responsibilities and rights related to sexual harassment?

Public school employees are legally protected against sexual harassment by Title IX of the Education Amendments of 1972, a federal law prohibiting discrimination in schools on the basis of sex. Title VII also covers sexual harassment of employees. Sexual assault is also covered under the Criminal Code of Maryland. You have a right to participate in all school and classroom activities in an atmosphere free from sexual harassment. You have a responsibility not to engage in sexual behaviors that are unwelcome or offensive to others.

What should I do if I believe I am being sexually harassed?

Take action and get help when needed. Ignoring sexual harassment is not an effective way to stop it. Whenever possible, tell the harasser verbally or in writing what the specific behaviors are that you find offensive. Ask him or her to stop. Report the offensive behaviors to a school administrator. Keep a detailed record of the harassing behavior to share with school officials who investigate your complaint.

Find out about the school's or school district's policy for handling sexual harassment issues.

For more information, contact the **UniServ Director, Cheryl McLeod at 410-848-0983, ext. 15**