

This is a list of common types of sexual harassment. It's not comprehensive.

Sexual harassment can occur when anyone uses sexual language or conduct to bully, intimidate, or make someone uncomfortable (intentionally or not).

### **Quid pro quo**

When someone (usually a manager or authority figure), offers something, or threatens to take away something for a sexual behavior or refusing sexual behavior

*Allen implies that Cynthia will get a promotion if she goes on a date with him.*

*Jared threatens to fire Grant if he doesn't have sex with him.*

### **Demearing comments**

Offensive, insulting, or otherwise inappropriate comments about a person's appearance, clothing, body, or sexual orientation/identity

*Minka repeatedly asks Violetta about her sex life.*

*At an after-work happy hour, Eric tells Molly "that dress really shows off your body."*

### **Sexist behavior**

Behavior that demeans someone on the basis of their gender

*A group of engineers hang a pornographic calendar in the breakroom.*

*A pair of workplace friends loudly discuss their visit to a strip club in front of their female coworkers.*

**Online harassment**

Inappropriate sexual contact or language online

*Jordan sends an IM to Shelby, asking her if she wants to meet for a drink in a suggestive manner.*

*A group of men set up an email chain to rate women coworkers' looks.*

**Inappropriate touching**

Unwanted sexual physical contact

*While taking a group picture at a conference, Addison surreptitiously squeezes Myles on his rear end.*

*At a coffee shop, Roman puts his hand on Mikaela's arm and leaves it there for a few seconds too long.*

**Intimidation**

Physically or verbally threatening behavior intended to frighten or menace another person

*Allen purposely blocks a doorway so Liz can't get through.*

*Fabian threatens Bradley in a sexually explicit way.*