Discriminatory harassment means unwelcome advances, requests for favors, and other verbal or physical conduct or communication based on religion, race, color, national origin, age, sex, sexual orientation, height, weight, marital status, partisan considerations, disability, or genetic information under any of the following conditions:

a. Submission to the conduct or communication is made a term or condition, either explicitly or implicitly, to obtain employment.

b. Submission to or rejection of the conduct or communication by a person is used as a factor in decisions affecting the person’s employment.

c. The conduct or communication has a purpose or effect of substantially interfering with the person’s employment or creating an intimidating, hostile, or offensive employment environment.