



YOUTH@WORK

Sexual Harassment is Against the Law

Sexual harassment is unwelcome or unwanted sexual conduct that is either very serious or occurs frequently. The harasser may be another employee, a supervisor, the company owner or even a customer. The harasser may be male or female. The sexual conduct can be verbal, physical, in writing or in pictures. Illegal sexual harassment creates a hostile or intimidating work place and interferes with an employee's job performance.

Examples

1 An employee regularly tells his co-worker that he really likes her and wants to go out with her, although she continues to say no. When he is close to her at work, he touches her. One day when they are alone, he tries to kiss her.

The manager has sexually harassed the employee.

2 Luisa works after school as a customer service representative. After a company dinner one evening, her supervisor offers to drive her home. During the car ride, her supervisor tells her that he thinks she is beautiful and asks her to have sex with him. Luisa refuses. When she goes to work the next day after school, her supervisor pulls her aside and tells her to look at her "new" work schedule. When she does, Luisa sees that her name has been removed from the schedule for the next several weeks.

Luisa has been sexually harassed by her supervisor and should report the conduct to another manager immediately.

Keep In Mind

Be Prepared! Know your rights and responsibilities as an employee or manager.

Tell the harasser to stop. If you don't feel comfortable confronting the harasser or the conduct does not stop, tell your employer.

Report the harassment to your employer. If your company has a policy on harassment, it should identify who is responsible for handling complaints of harassment. If you are not comfortable talking to that person or your company does not have a harassment policy, talk to your manager or another manager in the company.

Keep records including witness names, telephone numbers and addresses. Document how you were treated as an employee

Talk to a parent, teacher, guidance counselor, or another trusted adult about the harassment.

Act promptly. Once your employer knows about the harassment, it has a responsibility to stop the harassment. Also, you may not be the only person being harassed by this individual.

Contact EEOC. Our services are free and you do not need a lawyer to file a charge.

Need to File a Complaint?

If you think you have been discriminated against, you can file a formal complaint, called a "charge of discrimination," with EEOC. We may mediate or investigate your charge and take legal action to stop any illegal discrimination.

We accept charges from applicants, employees (full-time, part-time, seasonal, and temporary), and former employees, regardless of citizenship and work authorization status.

Our services are free, and you do not need a lawyer to file a charge. For more information about how and when to file a charge, visit <https://www.eeoc.gov/youth/filing.html>.



Learn more about your rights as a young worker at www.eeoc.gov/youth.

You can also email us at youth.atwork@eeoc.gov or call us at 1-800-669-4000 (TTY: 1-800-669-6820).