

Table of Contents

Sexual Harassment in the Workplace

	Page
I. <u>Introduction</u>	2
II. <u>Harassment Defined</u>	4
Unwelcome	5
Case Work	7
III. <u>Criteria to Determine</u>	10
Case Discussion	13
IV. <u>Two Types</u>	14
Quid Pro Quo	15
Essential Elements	16
Important Issues	17
Case Work	18
Hostile Environment	21
Hostile Environment Defined	22
Specific Actions	23
Supreme Court Guidelines	24
Case Work	25
Unreasonable Interferes	28
Case Work	29
V. <u>Affirmative Defense</u>	32
Essential Elements	33
Case Work	35
Elements of a Policy	38
Eight Steps to Reduce Risk	39
VI. <u>Sexual Favoritism</u>	40
EEOC Guidelines	41
Case Work	42
VII. <u>Harassment by Non-Employees</u>	45
Case Work	46
VIII. <u>Same Sex Harassment</u>	49
Case Discussion	50
IX. <u>Responsibilities of the Employer</u>	51
X. <u>Conclusion</u>	52
XI. <u>Final Quiz</u>	53