

## **Recognizing Sexual Harassment**

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Sexual harassment can take many forms, but most sexual harassment is created by speech, conduct, or a combination thereof. Not every act that might be considered offensive to an individual or a group will be considered harassment. Whether the alleged conduct constitutes sexual harassment depends upon the record as a whole and the totality of the circumstances, such as the nature of the sexual advances considered in the context within which the alleged incident occurs. The conduct must be unwelcome and must be such that a reasonable person would find it offensive or hostile. The following examples are not exclusive, but represent types of conduct that may constitute sexual harassment.

- Solicitation of sexual activity by promising a work-related benefit or a grade
- Refusing to hire, promote, or grant or deny certain privileges because of acceptance or rejection of sexual advances
- Sexual innuendoes, comments, or remarks about a person's clothing, body, or activities
- Suggestive or insulting sounds
- Humor or jokes about sex that denigrate men or women
- Sexual propositions, invitations, or pressure for sexual activity
- Suggestive or inappropriate communications, e-mail, notes, letters, or other written materials displaying objects or pictures which are sexual in nature that would create hostile or offensive work or living environments
- Use in the classroom of sexual jokes, stories, remarks, or images in no way germane to the subject matter of the class (However, harassment does not include verbal expressions or written material that is relevant and appropriately related to course subject matter or curriculum.)
- Stalking
- Suggestive or obscene gestures
- Patting, pinching, and other inappropriate touching
- Unnecessary touching or brushing against the body
- Attempted or actual kissing or fondling
- Coerced sexual intercourse
- Sexual assault (Sexual assaults may be criminal acts, and as such, investigation and processing by the criminal justice system, local police, campus police, and crisis intervention centers may supersede or occur in addition to the process of the TTU and TBR Discrimination and Harassment - Complaint and Investigation Procedure policies.)
- Suggestive or inappropriate acts