

SEXUAL HARASSMENT IN THE LEGAL PROFESSION

WHAT CONSTITUTES SEXUAL HARASSMENT?

THE HARASSMENT

THE SITUATION

**OFFERING
BENEFITS FOR
SEXUAL FAVOURS**

Has someone ever (even jokingly) offered you work-related advantages such as promotions, connections or job security in return for favours such as a date, a hug, etc? Then you might be a victim of the classic quid pro quo harassment!

**UNWANTED SEXUAL
ADVANCEMENTS**

A colleague's inappropriate comments, gestures or physical contact that creates discomfort or distress to you, even if jokingly, is inappropriate!

This can be in many forms such as:

1) Visual Conduct: giving you suggestive gestures, such as a wink or hand signs.

2) Verbal Conduct: inappropriate comments on your appearance, and it does not even have to necessarily be derogatory.

3) Physical Conduct: wolf whistles? Blocking your path? Patting your head? Sitting at your desk for no reason?

These are all inappropriate!

SEXUAL COERCION

Threats of retaliation at the workplace involve threatening or intimidating an individual for refusing unwanted advances. This may include explicit or implicit threats of negative consequences, such as job loss, demotion or damage to one's professional reputation, if they reject inappropriate requests.

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