

WHAT IS SEXUAL HARASSMENT?

Flirting and fun between two people who agree to it is NOT sexual harassment.

BUT these things are not OK...

- Does your boss or someone with power over you demand sex for something you need or deserve?
- Does someone who knows or should know you aren't interested in him or her "come on" to you or talk about sex to you?
- Have you been embarrassed by someone's rude sexual jokes, name-calling, notes, or pictures?
- Have you been touched sexually when you told someone you didn't want it?

These things may be sexual harassment. Sexual harassment is mostly done to women, but can be done to men. It can also be done by women to women or men to men.

AM I BEING SEXUALLY HARASSED?

If your boss, your co-worker, your landlord, someone in an office or a business bothers you in a way that is sexual, such as:

- assaulting you
- touching, patting, pinching, groping, or brushing up against you in a sexual way
- making rude sexual moves, comments, or jokes
- using dirty words about you or others
- embarrassing you by talking about sex
- threatening you with sexual contact
- demanding dates or sex for something you need or deserve
- showing you pictures or sending notes about sex
- treating you in a way that takes away your self-respect

It may be sexual harassment, and there is a law against it.

WHAT CAN I DO IF I AM BEING SEXUALLY HARASSED?

If you are being sexually harassed, look at the page that says "What Can I Do if I am Being Harassed?"

You may choose to make a human rights complaint against an employer, landlord, business, or organization to the Yukon Human Rights Commission. Or you can get information and advice from them on what else you might do.

WHAT CAN OTHERS DO TO HELP?

The Yukon *Human Rights Act* says that employers, landlords, businesses, and organizations which deal with the public must not sexually harass others or have anyone who is doing it in their place of business or on their property. Even if they did not do it themselves or let it happen, they may still have a complaint of harassment against them. They must stop it if they know about it and also take steps to prevent it in the first place.

Here are some things that employers, businesses, landlords, and organizations can do to prevent and stop sexual harassment:

- develop a harassment-free workplace policy and make sure it is followed
- train others to be aware of it and know how to stop it when it does happen
- make sure everyone knows what will happen if harassment occurs or if there is a complaint about it
- take action right away to look into it, stop it, and prevent it.

For information contact:

Yukon Human Rights Commission
101-9010 Quartz Road
Whitehorse, Yukon, Y1A 2Z5
Phone (867) 667-6226 or 1-800-661-0535
E-mail: humanrights@yhrc.yk.ca

SHOWING RESPECT AND MAKING EVERYONE FEEL INCLUDED IS EVERYONE'S BUSINESS. DO YOUR PART TO BUILD A HEALTHY AND RESPECTFUL COMMUNITY.

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