

**Connellsville Area School District**

**UNLAWFUL HARASSMENT - Attachment A**

**Equal Employment Opportunity Commission**  
**EEOC Guidelines on Sexual Harassment**

A. Harassment on the basis of sex violates State and Federal Law.

B. Unlawful harassment includes:

1. Unwelcome sexual advances

2. Request for sexual favors. (This includes harassment between members of the same sex. This is the only area where Title VII protection has been extended to homosexuals.).

Other verbal, physical, or visual conduct of sexual nature if:

The person's employment depends on submission.

Acceptance or rejection of the demands affects any employment decision concerning the harassed person.

The conduct unreasonably interferes with the person's work performance or created an intimidating, hostile, or offensive work environment.

C. The employer is responsible for sexual harassment by its supervisory employees whether or not the specific acts complained of are authorized or even forbidden by the employer and whether or not the employer knew or should have known of the occurrence.

D. The employer is responsible for acts of sexual harassment by its non-supervisor employee against another if the employer knew or should have known of the conduct and made no corrective efforts. Liability can be avoided only if the employer can prove the immediate and appropriate corrective action was taken.

E. The employer is responsible for sexual harassment by non-employees if the employer knew or should have known of the conduct and took no corrective action.

F. An employer should take all steps necessary to prevent sexual harassment from occurring.

G. Where employment opportunities or benefits are granted because of an individual's submission to the employer's sexual advances or requests for sexual favors, the employer may be held liable for unlawful sex discrimination against other persons who were qualified for but denied that employment opportunity benefit.