

Connellsville Area School District

UNLAWFUL HARASSMENT - Attachment B

EXAMPLES OF PROHIBITED CONDUCT

Examples of sexual harassment include, but are not limited to:

- A. Engaging in reprisal (not grant promotions, assigning undesirable shifts, making negative statements about the victim's personal or work conduct, etc.), after an individual has refused to engage in social/sexual behavior. Demanding sexual favors accompanied by over threats concerning one's job, performance evaluation, promotion etc.
- B. Touching any traditionally sexual part of a co-worker's body. Unnecessary touching, patting or pinching.
- C. Touching a person on a traditionally non-sexual part of the body (e.g., shoulder), after that person has verbally indicated that they have no desire for such physical contact.
- D. Refusing to enforce disciplinary measures against a person who has been sexually harassing another staff member or otherwise condoning such behavior.
- E. Continuing to ask a person to socialize after work when that person has verbally indicated no interest in such activities.
- F. Displaying sexually suggestive pictures, objects, cartoons or posters after being told that they are offensive.
- G. Subtle pressure for sexual activities. Continuing to write suggestive notes or letters after being informed they are unwelcome.
- H. Verbal harassment or abuse. Referring to or calling a person an endearing, demeaning, or sexualized term when that person has verbally indicated he/she does not wish to be addressed or referred to in that manner.
- I. Telling sexual jokes or using vulgar language in the presence of a person of a person whom has verbally indicated dislike for such language or conversation.
- J. Leering at a person's body.