Objectives

After completing this chapter, you should be able to:

- Understand sexual harassment
- Describe the types of sexual harassment
- Understand the consequences of sexual harassment
- Understand the responsibilities of supervisors
- Understand the responsibilities of employees
- Follow the complaint procedures
- Understand the investigation process
- Understand sexual harassment policy
- Describe steps for preventing sexual harassment
- Describe laws on sexual harassment

Key Terms

- **Cyberbullying** the use of information technology to tease or intimidate individuals, usually minors, causing them harm; it can include sending mean or vulgar images and threatening messages, posting private or untrue information about a person to cause them humiliation or social exclusion, or pretending to be someone else with the intent to cause harm to the target individual
- **Cyberstalking** the use of information technology such as e-mail or the Internet to repeatedly threaten or harass another individual, group, or organization with false accusations, identity theft, solicitation for sexual purposes, or the gathering of information for further harassment. This behavior is often a prelude to more serious physical violence.
- **Sexual harassment** a kind of sexual behavior that is offensive to the victim and may cause harm to the victim physically, psychologically, and materially because such behavior is against the consent of the victim
- **Stalking** a repeated, unwelcomed activity that involves gazing at, following, or harassing another person