Quid Pro Quo Harassment

Quid pro quo harassment is a direct form of harassment where an employee is expected to tolerate harassment in order to receive some benefit. A benefit could be one of the following:

- Keeping a job
- Receiving a raise
- Receiving a promotion
- Receiving a good review

An example of this is a superior promising an employee a promotion only if the employee is dating the superior.

Hostile Work Environment Harassment

A hostile work environment is an abusive environment where an employee is subjected to unwelcomed sexual advances from coworkers. This harassment can be either verbal or physical.

The following are a few of the situations that can lead to hostile work environment harassment:

- Cracking dirty jokes or telling dirty stories intentionally
- Posting pictures of pornography via e-mails or instant messages
- Physical contact by touching, kissing, or hugging
- Displaying photos, posters, or cartoons reflecting sexually suggestive themes
- Flirting, asking for dates, or commenting on physique

The following are a few elements that a victim has to prove if he or she is suffering from sexual harassment:

- The employee suffered or is suffering from intentional and unwanted sexual advances.
- The employee has made it clear that the advances are unwelcome.
- The harassment has been repeated a number of times.
- Management knew about the harassment and did not do anything to stop it.

The following are types of sexual harassment that can create a hostile work environment:

- Verbal
  - Telling obscene jokes or flirting
  - Using expletives toward fellow workers
  - Repetition of derogatory comments or slurs
  - Repeated unwelcome invitations to social activities or dates
  - Repeated unwelcome compliments with respect to personal physical appearance
  - Use of crude or obscene language or gestures
  - Displaying sexually explicit objects or pictures
  - Repeated sexually oriented kidding

- Physical
  - Touching
  - Grabbing
  - Kissing
  - Teasing
  - Patting
  - Stroking
  - Hugging
  - Leering