The Dos and Don’ts if an Employee Is Being Sexually Harassed

If an employee has been sexually harassed, he or she should never wait for anybody else to see what is happening. The employee must take initiative. The following are some of the things an employee should and should not do if he or she is being sexually harassed:

- Express his or her views to the harasser (whether it is a superior or coworker) directly
- Do not expect that others will help.
- Tell the harasser to avoid sexual acts.
- Do not make excuses for the perpetrator.
- Do not pretend that nothing has happened.
- Make it clear that he or she has the right to be free from sexual harassment.
- Do not get manipulated by the harasser's tactics.
- Talk about the harassment.
- Do not be silent, as that only protects the harasser.
- Document each and every act performed by the harasser
- Document the behavior of the harasser.
- Write down each and every harassing instance, including the time, date, and any witnessing coworkers.
- Document his or her own performance in the workplace for comparison with evaluated performance.
- If possible, take video for evidence.
- Check if other coworkers are experiencing the same problem.
- Complain to management, and if management cannot help, lodge a complaint with the EEOC.

Stalking

Stalking is a repeated, unwelcomed activity that involves gazing at, following, or harassing another person. In some cases, it is caused by a mental disorder, and the perpetrator may try to force the victim into having a relationship with him or her. The stalker can be a former intimate, family member, workplace contact, friend, or stranger. Depending upon behavior patterns, stalkers are classified as follows:

- **Rejected stalker**: A rejected stalker may be a person who is a former partner or ex-friend of the victim. The rejected stalker stalks the victim due to his or her possessiveness toward the victim. The stalker may try to get revenge on the victim if the victim broke off the relationship. The stalker may also get jealous if the victim enters into a new relationship. This type of stalker may try to physically harm the victim or the victim's new partner.
- **Resentful stalker**: A resentful stalker is a person who wants to take revenge on the victim for upsetting him or her. This stalker can be real or imaginary. This type of stalker usually wants to frighten the victim, but he or she may go to great lengths to take revenge on the victim.
- **Predatory stalker**: A predatory stalker is a person who wants to physically or sexually attack the victim. This type of stalking is least common, but these predators are harmful. Though they do not always come in direct contact with the victim, they often contact the victim through e-mails, phone calls, or some other means, and use abusive language to scare the victim. This type of stalker often performs voyeurism or fetishism. The victim may be a known person or a complete stranger.
- **Intimacy seeker**: An intimacy seeker is trying to establish an intimate relationship with the victim. This type of stalker believes that the victim is the right person for him or her and may even think that he or she is in love with the victim. Even when the stalker gets a negative response from the victim, he or she will try to impress the victim through unwelcome messages, letters, phone calls, and gifts.
- **Incompetent suitor**: An incompetent suitor is a suitor who desires a physical or intimate relationship with the victim. This type of stalker asks for dates, calls, or sends messages to the victim, despite being rejected. Incompetent suitors are not harmful and will often quit stalking if threatened or if legal action is taken against them. They stalk the victim for a shorter period of time when compared to other types.