



LAES has developed a series of immigrant issue instructional modules entitled "Tierra de Oportunidad" for orientation to our complex society.

LAES - Women's Work Issues

Tierra de Oportunidad - Module 2

## Definition of Sexual Harassment

<i>Actual Language</i>	<i>Simplified Language</i>
Sexual harassment means unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature, made by someone from or in the work setting, under any of the following conditions:	When someone from work or at work asks for sexual favors, or when they speak, show pictures or their physical movements have sexual tones, in these two conditions:
a) Submission to the conduct is explicitly or implicitly made a term or a condition of an individual's employment, status, or progress.	a) To accept this conduct is a direct or indirect condition of employment, or to keep the employment, or to progress in the job.
b) Submission to or rejection of the conduct by the individual is used as the basis of employment or decisions affecting the individual.	b) The acceptance or rejection of this conduct affects decisions about the employment.
<i>Clarification</i>	<i>Clarification</i>
For the purpose of further clarification, sexual harassment includes, but is not limited to:	To make it clearer, these are some examples of sexual harassment:
Making unsolicited written, verbal, physical or visual contact with sexual overtones.	To make uninvited contact with sexual intentions by speaking, writing or physical movements.
Written examples include, but are not limited to suggestive or obscene letters, notes, and invitations.	Examples of writing are obscene letters, notes, and invitations.
Verbal examples include, but are not limited to derogatory comments, innuendoes, slurs, jokes, and epithets.	Speaking examples are jokes, name calling, insults, and offenses.
Physical examples include, but are not limited to assault, touching, impeding, or blocking movement.	Physical examples are touching, and not permitting free passage through doors or corridors.
Visual examples include, but are not limited to leering, gestures, display of sexually suggestive objects or pictures, cartoons, or posters.	Visual examples are gestures, showing obscene pictures or things, and making obscene signs.

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*A project of the California Department of Education, Youth, Adult and Alternative Educational Services Division, funded by contract #4213 of the Federal P.L. 100-297, Section 353 with California State University Institute and Hacienda LaPuente USD. However, the content does not necessarily reflect the position of that unit or of the U.S. Office of Education. 1997*