



SEXUAL HARASSMENT IS ILLEGAL

and is prohibited by

**The Connecticut Discrimination Employment Practices Act, and
Title VII of the Civil Rights Act of 1964**

Sexual harassment means: "Any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when:

- (1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- (2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- (3) Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment."

Individuals who engage in acts of sexual harassment may be subject to civil and criminal penalties.

Examples of Sexual Harassment	Remedies For Sexual Harassment
<ul style="list-style-type: none">• Unwelcome sexual advances• Suggestive or lewd remarks• Unwanted hugs, touches, or kisses• Requests for sexual favors• Retaliation for complaining about sexual harassment• Derogatory or pornographic posters, cartoons or drawings	<ul style="list-style-type: none">• Cease and desist orders• Back pay• Compensatory damages• Hiring, promotion or reinstatement• Emotional distress damages

Connecticut law requires that a written complaint be filed with the Commission within 300 days of the date the alleged harassment for events occurring on or after October 1, 2019. For harassment occurring before October 1, 2019, complaints must be filed within 180 days of the harassment.

If you feel you have been discriminated against, contact the Connecticut Commission on Human Rights and Opportunities at 860-541-3400, CT Toll Free 1-800-477-5737, or online at www.ct.gov/CHRO



What is sexual harassment?

Sexual harassment is defined in Conn. Gen. Stat. §46a-60(b)(8) as any unwelcome sexual advances or request for sexual favors or any conduct of a sexual nature when:

- (A) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- (B) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or,
- (C) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Sexual harassment can happen to anyone, regardless of the gender of either the harasser or the person harassed. Employees, interns, temporary workers and visitors to places of public accommodations are all protected by sexual harassment laws. Anyone in a workplace could be a sexual harasser, from supervisors and coworkers to vendors and visitors.

Sexual harassment does not have to occur in the workplace for it to be illegal. For example, it can be at an off-site office holiday party or at a happy hour. It also does not have to take place face-to-face, but can occur on social media or through text messages.

What are some examples of sexual harassment?

- You are offered a job or promotion in return for sexual favors
- Your supervisor threatens to cut your hours if you won't date him or her
- You are offered a better schedule or a raise if you send your boss nude pictures
- Your boss threatens you with a poor performance review if you don't go out to dinner with him or her

These are examples of ***quid pro quo*** sexual harassment, which occurs when someone in a position of power offers a benefit in exchange for sexual attention or threatens your job if you refuse sexual attentions.

- People at work talk about sex all day
- There are posters of scantily dressed models in the workplace
- People comment about other employees' bodies
- Someone at work touches you without your consent

These are examples of a **hostile work environment**, which is when a coworker, supervisor or third party makes repeated inappropriate and unwanted sexual advances, comments or request.

What options do you have if you are being sexually harassed at work?

If you are sexually harassed at work, there are several steps you can take to stop and prevent the harassment:

- If you feel comfortable, ask the harasser to stop
- Look at your company policies to see who to report to
- Tell your supervisor, Human Resources Officer or another management employee
- If you belong to a union, tell your union representative
- File a complaint with the CHRO or with the EEOC. If the harassment occurred prior to October 1, 2019, you have 180 days to file a complaint with the CHRO. If the harassment occurred after October 1, 2019, you have 300 days to file

What remedies are available for victims of sexual harassment if they file a complaint?

Human Rights Referees are authorized to award damages necessary to eliminate the discriminatory practice and make complainants whole. These damages can include:

- Back pay
- Front pay
- Attorney's fees
- Costs
- Cease and desist orders
- Pre- and post-judgment interest
- Emotional distress
- Punitive damages (if the case is tried in court)

Who needs to receive this training?

Any individual who works for an employer who has three or more employees must receive two hours of training. Any existing employees must receive the training by October 1, 2020, unless they have received training since October 1, 2019 in which case they do not need to receive it again except for the supplemental training required every ten years (see below). Any employee hired after October 1, 2019 must receive the training within six months of the date of his or her hire.

If an employer has fewer than three employees, all supervisors must receive two hours of training. Existing supervisors must receive the training by October 1, 2020, unless they have received training since October 1, 2018 in which case they do not need to receive it again. Any supervisor hired after October 1, 2019 must receive the training within six months of the date of his or her hire.

How often do employers need to provide supplemental training?

Periodic supplemental training must be provided not less than every ten years.