

If You Are Being Harassed

- ◇ **Clearly indicate** to the harasser that his or her behavior is unwanted and unacceptable.
- ◇ **Name** or describe the behavior.
- ◇ **Keep a journal** and document the instance(s) of sexual harassment. Be as detailed as possible.
- ◇ **Write a letter** to the harasser. Keep a copy before sending.
- ◇ **Do not keep it to yourself.** Let other people know what happened.
- ◇ **Report** the behavior to the appropriate person.
- ◇ **File** a formal complaint.
- ◇ **Keep records** of all contacts with the institution.
- ◇ **Seek help** from the counseling center if you are experiencing psychological stress.

Resources

WOU Campus:

Campus Public Safety: 503-838-8481

Counseling Center: 503-838-8396

Abby's House: 503-838-8219

Websites:

www.eeoc.gov

www.stopvaw.org

www.feminist.org

www.stanford.edu



For more information contact:

abbyshouse@wou.edu

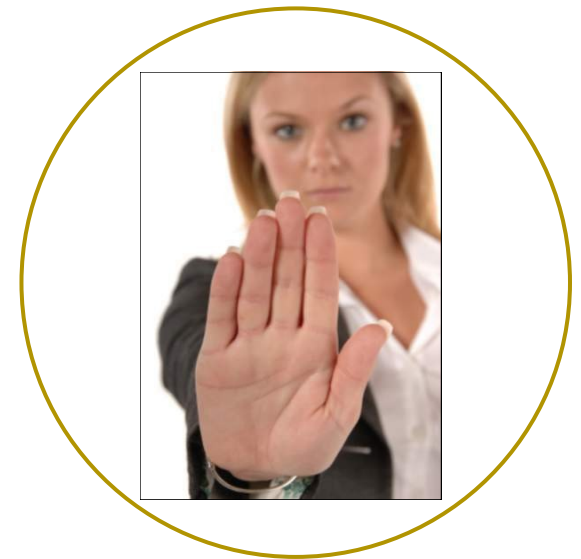
503-838-8219

WUC 106

www.wou.edu/abbyshouse

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Sexual Harassment



C | A | S | A
Campus Against Sexual Assault

Abby's House
Western Oregon University

Types of Sexual Harassment

“Sexual harassment is unwanted and unwelcome sexual behavior which interferes with your life. Sexual harassment is not behaviors that you like or want (for example, wanted kissing, touching, or flirting).”

-AAUW Educational Foundation

Quid Pro Quo Harassment

- ◆ Person in power requests sexual favors in exchange for some type of educational participation or benefit.

Hostile-Environment

- ◆ Harassing sexual conduct is so severe, persistent, or pervasive that it limits a student’s ability to participate in, or benefit from, educational activities.

Did You Know...?

- ⇒ Sexually harassing behavior is unwanted and is not mutual.
- ⇒ The victim does not have to be the opposite gender of the harasser.
- ⇒ The victim can be anyone who is offended by the behavior, not just the person to whom it is directed. *If offense is taken, sexual harassment has occurred.*
- ⇒ Women working in occupations that are traditionally male are more likely to be sexually harassed.
- ⇒ Women are 9 times more likely than men to quit their jobs, 5 times more likely to transfer, and 3 times more likely to lose jobs due to sexual harassment.

Effects

- ◆ Health: Anxiety, depression, sleep disturbance, weight loss/gain, loss of appetite, headaches, increased instance of Post Traumatic Stress Disorder (PTSD).
- ◆ Financial: Loss of pay due to calling in sick, being fired, or transferring; poor recommendations from previous employers when seeking a new job.



“Ignoring problems of sexual harassment can cost the average company up to \$6.7 million a year in low productivity, low morale, and employee turnover and absenteeism, not including litigation and other costs” (www.stopvaw.org).