

# RECOGNIZE

## WHAT IS SEXUAL HARASSMENT?

Sexual harassment is unwanted sexual behavior and language at work.

There are many types of sexual harassment, including:

**REPEATED FLIRTING OR ASKING YOU OUT**



**BULLYING WITH COMMENTS LIKE: "YOU AREN'T FEMININE ENOUGH" OR "YOU AREN'T A REAL MAN"**



**COMMENTS, JOKES, OBJECTS, OR PICTURES THAT ARE "DIRTY" OR ABOUT SEX**



**TOUCHING**



**THREATS OR PROMISES TIED TO SOMETHING SEXUAL "I'LL CUT YOUR HOURS IF YOU DON'T GO OUT WITH ME."**



# RAPE

# GET HELP

If you want to talk privately and confidentially with someone about sexual harassment, you can call for help:

**Texas RioGrande Legal Aid  
(Free, Confidential Legal Help)  
1-800-991-5153**

**National Sexual Assault Hotline  
(Free, Confidential Support)  
1-800-656-HOPE (4673)**

The information in this flyer is general information and it is not legal advice. For legal advice on a specific issue, please contact an attorney.

Designed by Jacobo De la Rosa  
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How to  
**RECOGNIZE, RESPOND to, and REPORT SEXUAL HARASSMENT AT WORK**

**TRLA**  
Texas RioGrande Legal Aid

Free, Confidential Legal Help:  
**1-800-991-5153**



# RESPOND

Sexual harassment is illegal! Sexual harassment is common, but you don't have to put up with it. Remember, it's not your fault. Taking action early can keep things from getting worse.

## WHAT DO I DO IF I'M BEING HARASSED?

- Think about ways to keep yourself safe if you're in danger.
- Tell someone you trust about it.
- Keep notes about the harassment.
- If you feel safe doing so, tell the harasser to stop.

## ILLEGAL RETALIATION

If your employer starts treating you badly (for example: cuts your hours, makes threats, fires you) because you reported someone harassing you or your coworker, that is also illegal.

## IF THE HARASSMENT DOESN'T STOP

- Find out the employer's policy on reporting harassment. Follow it.
- If there's no policy, report it to your supervisor. If your supervisor is harassing you, report it to someone higher up.
- When you report sexual harassment, your employer should investigate and take action to make it stop.

## WHAT IF MY COWORKER IS HARASSED?

- Listen. Respect your coworker's privacy and decisions.
- Report it only if you have permission from your coworker.
- Be available or be a witness.
- Refer your coworker to places that can help.

# REPORT

If you're sexually harassed or retaliated against, report it to the EEOC or TWC, or talk to an attorney. There are very short deadlines to take legal action for sexual harassment, so report it as soon as possible

Equal Employment Opportunity Commission (EEOC): **1-800-669-4000**  
[www.eeoc.gov](http://www.eeoc.gov)

Texas Workforce Commission Civil Rights Division (TWC): **1-888-452-4778**  
[www.twc.texas.gov/partners/civil-rights-discrimination](http://www.twc.texas.gov/partners/civil-rights-discrimination)

## ATTORNEYS

Texas RioGrande Legal Aid  
(Free, Confidential Legal Help)  
**1-800-991-5153**

**TIME'S UP Legal Defense Fund™**  
[www.nwlc.org/legal-assistance](http://www.nwlc.org/legal-assistance)

If you were sexually assaulted, you can report it to the police. These rights apply to all workers, regardless of immigration status.