The term “harassment” includes, but is not limited to, jokes, slurs, or other verbal, graphic, or physical conduct.

Sexual Harassment **INCLUDES**, for example:
- Unwelcome sexual advances
- Requests for sexual favors
- Other verbal (including jokes) or physical conduct of a sexual nature

Sexual Harassment is **UNLAWFUL** when:
- It is implied it is a term of condition for employment or DHS services
- Rejection of such conduct is used as the basis for employment or benefits decisions
- Conduct interferes with work performance or services, creating a hostile and/or offensive working or service environment

**STAND UP • SPEAK UP • REPORT IT**

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