



STATE OF HAWAII
DEPARTMENT OF HUMAN SERVICES
P. O. Box 339
Honolulu, Hawaii 96809-0339

STOP HARASSMENT

IN THE DEPARTMENT OF HUMAN SERVICES

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

*State of Hawaii
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