



## **SEXUAL HARASSMENT IN EMPLOYMENT IS ILLEGAL**

### **Under the Illinois Human Rights Act (775 ILCS 5/2-102(D))**

**WHAT IS SEXUAL HARASSMENT?** Any unwelcome sexual advances, requests for sexual favors, and other conduct of a sexual nature is sexual harassment 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 a basis for an employment decision affecting such individual, or 3) such conduct has the purpose or effect of unreasonably interfering with the employee's work performance or creating an intimidating, hostile, or offensive working environment. There are two basic types of sexual harassment:

- **Hostile Environment**

A hostile work environment is created when unwelcome sexual advances, requests for sexual favors, or other type of conduct of a sexual nature that is intimidating, offensive or hostile substantially interferes with a person's work performance. Examples of hostile environment sexual harassment, include, but are not limited to: unwanted deliberate or repeated sexual behavior; sexually suggestive objects, signs, or pictures; unwelcome sexual gestures, touching, or pinching; sexual innuendos or stories; unwelcome hugging, kissing, patting, or stroking; unwelcome sexual teasing, telephone calls, or materials of a sexual nature.

- **Quid Pro Quo**

*Quid pro quo* means "something for something". *Quid pro quo* sexual harassment occurs when submission to unwelcome sexual advances, requests for sexual favors, or any conduct of a sexual nature is made, explicitly or implicitly, a condition of employment or promotion. Examples of quid pro quo sexual harassment include, but are not limited to: suggesting to an individual that it is possible to be hired, promoted, or be advanced in the job if that person allows sexual favors; asking a person to submit to unwelcome sexual advances or requests for sexual favors as a condition of hiring, promotion, or advancement in the job; denying hire, promotion, or advancement in the job because the person has refused dates, sexual advances, or requests for sexual favors.

### ***Where to Get Help***

An employee who observes sexually harassing behavior or believes that he or she is being subjected to sexual harassment should deal with the incident directly and firmly by informing the offending employee, the employee's supervisor, Human Resources, Personnel or the EEO Officer.

For further information, contact the offices listed below or visit the Department's website: [www.state.il.us/dhr](http://www.state.il.us/dhr)

### **Illinois Department of Human Rights**

In Chicago Area

100 W. Randolph St.  
Suite 10-100  
Chicago, Illinois 60601  
(312) 814-6200  
(800) 662-3942  
(217) 785-5125 (TTY)

In Springfield Area

222 S. College  
Room 101A  
Springfield, Illinois 62704  
(217) 785-5100  
(217) 785-5125 (TTY)

In Marion Area

2309 W. Main St.  
Marion, Illinois 62959  
(618) 993-7463  
(618) 993-7464 (FAX)