

SEXUAL HARASSMENT IS ILLEGAL

And is Prohibited By The Connecticut Discriminatory Employment Practices Act (Section 46a-60(a)(8) Of The Connecticut General Statutes) and Title VII Of The Civil Rights Act of 1964 (42 United States Code Section 2000e Et. Seq.)

Sexual Harassment means "any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature 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 the basis for employment decisions affecting such individual; or

(3) Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment."

Examples of Sexual Harassment include: Unwelcome sexual advances; suggestive or lewd remarks; unwanted hugs, touches, kisses; requests for sexual favors; retaliation for complaining about sexual harassment; derogatory or pornographic posters, cartoons, drawings, or e-mail messages.

Remedies for Sexual harassment may include: cease and desist orders; back pay; compensatory damages; hiring, promotion or reinstatement. Individuals who engage in acts of sexual harassment may also be subject to civil and criminal penalties.

If you feel that you have been discriminated against, contact:

The Connecticut Commission on Human Rights and Opportunities (CHRO), 25 Sigourney Street, Hartford, Connecticut 06106. (Telephone Number 860-541-3400 or 800-477-5737). Connecticut law requires that a formal written complaint be filed with the commission within 180 days of the date when alleged harassment occurred.

(Optional)

Include statement of employer's policy and procedure. Contact {Employer's Representative} if you have questions or concerns or believe that you or others are being sexually harassed. Names Telephone Number Unit

If you need additional information contact:

The Permanent Commission On The Status Of Women 18-20 Trinity Street Hartford, Connecticut 06106

Telephone Number (860) 240-8300

e-mail: pcsw@po.state.ct.us

Website: www.cga.state.ct.us/pcsw/