

ONCE & FOR ALL

STOPPING Sexual
Harassment at Work

What is
QUID PRO QUO?



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QUID PRO QUO

- Imbalance of power
- Request for sex, sexual favors, sexual relationship
- Submission or rejection of request has job impact (Tangible Employment Action)
 - Positive or negative
 - Can be direct or implied
- One instance is illegal

IF IT HAPPENS TO YOU

- Speak up: report it to another manager or to HR
- Do not speak directly to the harasser—no second chances

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Build a
**CULTURE OF
RESPECT**



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A CULTURE OF RESPECT

- “No” means “no” the first time
- Filter your words and actions
- Speak up
 - Stop inappropriate conduct before it becomes hostile work environment
 - Stop quid pro quo—no second chances
- Be an upstander
 - When you see something, say something
 - Support the targeted employee
 - Hold co-workers accountable