

## RESOURCES

Bloomington Human Rights Commission  
401 N. Morton Street, Suite 220  
Bloomington, IN 47404  
812-349-3429  
[human.rights@bloomington.in.gov](mailto:human.rights@bloomington.in.gov)

Monroe County Human Rights  
Commission  
100 W. Kirkwood  
Bloomington, IN 47404  
812-349-2525  
[chrc@co.monroe.in.us](mailto:chrc@co.monroe.in.us)

Middle Way House  
338 S. Washington Street  
Bloomington, IN 47401  
812-333-7404  
[communications@middlewayhouse.org](mailto:communications@middlewayhouse.org)

Equal Employment Opportunity  
Commission  
101 W. Ohio Street, Suite 1900  
Indianapolis, IN 46204-4203  
1-800-669-4000, 317-226-7212  
[www.eeoc.gov](http://www.eeoc.gov)

Indiana Civil Rights Commission  
100 N. Senate Avenue  
Indiana Government Center North  
Room N103  
Indianapolis, IN 46204  
317-232-2600  
800-628-2909  
[www.in.gov/icrc](http://www.in.gov/icrc)



For more information about sexual harassment or for copies of our reports, please contact the Bloomington Human Rights Commission at

401 N. Morton St.  
Post Office Box 100  
Bloomington, IN 47402-0100  
Telephone: (812) 349-3429  
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[human.rights@bloomington.in.gov](mailto:human.rights@bloomington.in.gov)

## SEXUAL HARASSMENT

WHAT IS IT?  
WHAT CAN YOU DO  
ABOUT IT?

The Bloomington Human Rights Ordinance promotes equal opportunity in employment, education, housing and access to public accommodations, regardless of race, sex, religion, color, sexual orientation, national origin, ancestry, gender identity, disability, veteran status or housing status. The ordinance also prohibits familial status discrimination in housing. Every person who lives or works in Bloomington is entitled to certain rights, and has certain responsibilities, under the Human Rights Ordinance.

## WHAT IS SEXUAL HARASSMENT?

Sexual harassment is a form of sex discrimination and is illegal under local, state and federal laws. The U.S. Equal Employment Opportunity Commission defines sexual harassment as unwelcome sexual advances, requests for sexual favors and other physical or verbal conduct of a sexual nature, when

- submission to such conduct is explicitly or implicitly a term or condition of employment, or
- submission to or rejection of this conduct is a basis for employment decisions, or
- the conduct unreasonably interferes with work performance or creates an intimidating, hostile or offensive work environment.

Not everything sexual or physical is sexual harassment. An isolated sexist joke, a pat on the shoulder, a boss asking an employee out and accepting his rejection politely may all be uncomfortable situations, but they are not usually examples of sexual harassment.

Laws prohibit sex discrimination in housing, public accommodations and education as well as in employment.

## WHAT CAN BE DONE?

### If you are a victim

First, if possible, let the offender know you do not appreciate the conduct. Remember sexual harassment is “*unwelcome* sexual advances, requests for sexual favors,” etc. If you joke along with the offender, the offender may not understand that you do not welcome the conduct.

### Report the violation

Many organizations have adopted sexual harassment policies. Follow the policy's grievance procedure carefully. Keep copies of any complaints you file, letters you receive, e-mails, texts or other documents. Also, consider keeping a log summarizing any conversations you have about your complaint.

### File a formal complaint

If you are not happy with the resolution of your initial complaint, consider filing a formal complaint with a human rights enforcement agency. A formal complaint is a sworn, written statement that explains why you feel you have been a victim of illegal discrimination. The BHRC director sends a copy of your complaint to the alleged offender, the respondent. The respondent files an answer to your complaint, and then the BHRC investigates the complaint. The BHRC will talk to witnesses, review documents and do whatever else is necessary to find out if your complaint is justified. There is no fee for this service. Retaliating against someone for filing a complaint is illegal.

## EXAMPLES OF SEXUAL HARASSMENT

- A boss tells his assistant that he will fire her unless she agrees to be intimate with him.
- Male co-workers and supervisors repeatedly make sexual comments to a female plant worker, even after she asked them to stop.
- A delivery woman frequently harasses a receptionist, asking him about his sex life and making sexual jokes.
- A firefighter is exposed daily to sexually explicit photos and language at the workplace.
- A professor threatens to fail a student unless the student grants her sexual favors.

**SEXUAL  
HARASSMENT.**  
**KNOW WHERE  
THE LINE IS.**