

WHAT IS WORKPLACE HARASSMENT



Workplace harassment is any unwelcome verbal, written, or physical conduct that shows hostility or aversion towards a person on the basis of a protected class.



State law currently protects employees on the basis of:

- Race
- Religion
- Color
- Sex
- Disability
- National Origin
- Ancestry
- Veteran Status
- Age (40-75)*

★ **Local and/or federal law may also protect on the basis of:**

- Pregnancy
- Sexual Orientation
- Gender Identity



*Age cases investigated by DOL or EEOC

CONTACT US



@INCIVILRIGHTS

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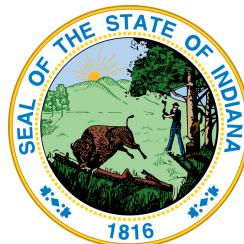
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YOUR RIGHTS, OUR MISSION.



WORKPLACE HARASSMENT

Indiana Civil Rights Commission
"ICRC"

A TYPE OF HOSTILE WORK ENVIRONMENT

A type of sexual harassment that may be unlawful is when employees are subjected to unwanted actions or comments including but not limited to those of a sexual nature. This can include sexual stories or innuendos, discussions about employees' sex lives, unwanted touching, requests for sex, and sexual materials in the workplace.

An employer may be held liable for the conduct of its employees if the conduct is severe and/or pervasive, and is reported to a supervisor or management and the employer does not take prompt and effective measures to address the hostility. A hostile work environment may also be created based on other protected classes.

QUID PRO QUO

A term meaning "this for that," this type of sexual harassment exists when a supervisor or other "superior" demands sexual favors or attention in return for job benefits, such as a raise, promotion, or preferred assignment.

RETALIATION

It is unlawful to discriminate against someone due to their participation in a protected activity with the ICRC, including filing a charge of discrimination, testifying, or otherwise assisting in an investigation or proceeding before the ICRC.



POLICIES & PROCEDURES

It is important employers make clear, specific policies and procedures for reporting and evaluating allegations of workplace harassment.

Employers should handle complaints of workplace harassment ***in a timely and professional manner to ensure allegations are properly and effectively addressed.***



Any person who feels they have been subject to workplace harassment may file a complaint with the ICRC. Complaints can be filed in person by mail, fax, or on our website.

Employment complaints must be filed within **180 days** from the date of the alleged discriminatory act.

ICRC is ready to help you with your discrimination claim.

