



NORTHWESTERN
UNIVERSITY

OFFICE OF SEXUAL HARASSMENT PREVENTION

WHAT IS SEXUAL HARASSMENT?

There are two main types of sexual harassment:

1. ***Quid Pro Quo Harassment***--When submitting to sexual favors is used or threatened to be used as a basis for an academic or employment decision.

Examples:

- “If you date me, you’ll get an ‘A’ in this class.”
- “If you don’t sleep with me, you won’t get the promotion.”

2. **Hostile Environment Harassment**—When conduct of a sexual nature creates an uncomfortable or offensive academic or working environment for others.

Examples:

- Sexual jokes and innuendos
- Unwelcome touching, hugging, or kissing
- Obscene gestures
- Inappropriate use of e-mail and Internet
- Belittling comments about gender or sexual orientation
- Unwelcome comments (including compliments) about appearance
- Offensive pictures, posters, or graffiti
- Repeated requests for dates
- Sexual advances

Please contact the Sexual Harassment Prevention Office at (847) 491-3745 or sexual-harassment@northwestern.edu for advice or help.



NORTHWESTERN
UNIVERSITY

OFFICE OF SEXUAL HARASSMENT PREVENTION

TOP TEN DANGER ZONES

1. E-Mail and Internet Use
2. Comments on Personal Appearance
3. Hugging and Other Touching
4. Dating
5. Jokes and Innuendo
6. Sexually Explicit Profanity
7. Nicknames
8. Stereotypes
9. Intrusive Personal Questions
10. Cartoons, Magazines, Posters, Pictures, & T-shirts



NORTHWESTERN
UNIVERSITY

OFFICE OF SEXUAL HARASSMENT PREVENTION

TEN COMMON MISCONCEPTIONS ABOUT SEXUAL HARASSMENT

1. Only Women Are Harassed And Only Men Are Harassers

No. Anyone, regardless of gender, can be the victim of harassment or a harasser.

2. Harassment is Always Between A Man and a Woman

No. Harassment can be between people of the same gender or different genders.

3. The Only Victim Is The Person Directly Harassed

No. Third parties who witness harassment or are aware of it may also be victims of harassment.

4. Harassment Requires Touching

No. Sexual harassment does not have to be physical in nature.

5. Harassment Requires Talking

No. Sexual harassment does not have to be verbal in nature.

6. "If It Was A Compliment, It Is Not Harassment"

No. Just because a person intends his or her conduct to be flattering does not mean it is not offensive to others.

7. "If I Was Just Joking, It Is Not Harassment"

No. Just because a person intends his or her conduct to be funny does not mean it is not offensive to others.

8. Off-Campus Conduct Cannot Be Sexual Harassment

No. Conduct with colleagues off-campus can contribute to a hostile environment or constitute quid pro quo harassment.

9. Harassment Is Motivated By A Desire For Sex

No. Sexual harassment is often motivated by dominance, power, and bullying.

10. Ignoring Harassment Makes It Go Away

No. Unfortunately, ignoring harassment usually does not make it go away and the problem may worsen.



NORTHWESTERN
UNIVERSITY

OFFICE OF SEXUAL HARASSMENT PREVENTION

AM I CROSSING THE LINE?

OTHERS MAY NOT TELL YOU THEY ARE OFFENDED

Look For Non-Verbal Signs:

- Avoiding You
- Rolling Eyes Or Looking Away From You
- Crossing Arms
- Walking Or Backing Away From You
- Changing The Topic
- Not Laughing At Your Jokes
- Blushing

Ask Yourself These Questions:

- Is There A Work-Related Purpose for Your Conduct?
- Do You Find Yourself Saying "Just Joking," "Lighten Up," Or "Don't Be So Serious"?
- Would You Act The Same If Your Partner Was Standing Next To You?
- Would You Want Someone To Act The Same Way Towards Your Child, Parent, or Partner?
- Would You Want Your Behavior Made Public?