Is Unequal Power Always an Issue?

- Sexual harassment may also occur between individuals of equal power (such as between fellow students or co-workers.)
- In some cases, it is possible for the harasser to have less power than the individual being harassed (for example, a student sexually harassing a faculty member.)

Intent vs. Impact

- Is the impact of the conduct on the complainant which is considered in making a determination of harassment.
- A lack of intent to harass may be relevant to, but not determinative of whether sexual harassment has occurred.

Laws

- Title VII of the Civil Rights Act of 1964 prohibits unlawful discriminatory treatment of any employee on the basis of sex.
- Title IX of the Education Amendment of 1972 prohibits discrimination on the basis of sex under any education program or activity receiving Federal financial assistance.
- The Civil Rights Act of 1991 provides additional rights and remedies to sexual harassment complainants.
- New York State and City Human Rights Laws