Two types of Sexual harassment

- Quid pro Quo: Where employment or academic decisions or expectations are based on the employee's or student's willingness to grant or deny sexual favors.
- Hostile Environment: Where verbal or nonverbal behavior focuses on the sexuality of another person or occurs because of the person's gender, is unwanted or unwelcome, or is severe or pervasive enough to affect the person's (work and/or academic) environment.

Examples of harassing behaviors

- Requesting or demanding sexual favors in exchange for employment or academic opportunities, such as hiring, promotions, grades, or recommendations.
- Sexual comments, teasing, or jokes.
- Graphic or sexually suggestive comments about an individual's attire or body.
- Pressure to accept social invitations, to meet privately, to date, or to have sexual relations.
- SexualStrafe, derogatory statements or other verbal abuse.
- Submitting unfair or inaccurate job or academic evaluations or grades, or denying training, promotion, or access to any other employment opportunity because advances have been rejected.

CUNY's Policy

- It is the policy of CUNY to promote a cooperative work and academic environment in which there exists mutual respect for all University students, faculty and staff. Harassment of employees or students based upon sex is inconsistent with its objective and contrary to the University policy of equal employment opportunity without regard to age, sex, sexual orientation, alienage or citizenship, religion, race, color, national or ethnic origin, handicap, and veteran or marital status.