

THAT MAY BE HARASSMENT...

These are some behaviors you might not think are harassment, but that often are:

Snapping a girl's bra straps



Whether it is done to flirt, intimidate, or pick on her, this is a common type of physical sexual harassment.

Unprompted Wardrobe Advice



Whether meant to be helpful or passive-aggressive, suggesting a person dress or do their hair or makeup differently can be considered a sexual advance or an attack on their race, culture, or gender.

Lingering Touch

Some people aren't bothered by a hug, a kiss, or a touch on the shoulder, arm or back, but others find this physical contact unwelcome.



Gossiping Can Be Harassment

Repeatedly Asking Someone Out



You get one chance when asking someone out. If they say no, back off. If they're interested later, they will ask you.

Using a Fake Accent



Imitating someone, or caricaturing a group of people, can be harassment based on National Origin, even if it isn't meant to be hateful.

Race-Based Jokes



It's so common it's sometimes called "everyday bigotry." Even if others laugh it off, it may actually be harassment.

Displaying Offensive or Derogatory Material



Putting out or sending pictures or other materials that make people feel unwelcome, like racist literature or pornography, can create a hostile environment and may be harassment.

Sexual Jokes

Not everyone has the same sense of humor, and sexual jokes can highlight disparities between genders.



Discriminating against someone based on their protected identity characteristic can be harassment. Protected characteristics include race, ethnicity, national origin, sex, gender, disability, veteran status, and other characteristics protected under law.