



[▶ Equity and Diversity Home](#)

[▶ Sexual Harassment](#)

[▶ Discrimination and Harassment Complaints](#)

[▶ About Our Staff](#)

Sexual Harassment | What is sexual harassment?

What is sexual harassment?

[▶ Sexual Harassment](#)

[▶ Filing a Complaint](#)

[▶ What is sexual harassment?](#)

[▶ What happens when sexual harassment is reported?](#)

[▶ Your Obligations as an Employee of USC](#)

[▶ Myths and Realities of Sexual Harassment](#)

[▶ Sexual Harassment Complaint Policies](#)

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- submission to such conduct is either explicitly or implicitly made a term or condition of an individual's employment, appointment, admission, or academic evaluation; or
- submission to such conduct is used as a basis for evaluation in personnel decisions or academic evaluations affecting an individual; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment; or
- such conduct has the purpose or effect of interfering with a student's academic performance, or creating an intimidating, hostile, offensive, or otherwise adverse learning environment.

In the Workplace or the Classroom

Specific examples of sexual harassment include, but are not limited to, making written, verbal, physical, and/or visual contact of a sexual nature.

- Written examples: suggestive or obscene letters, notes.
- Verbal examples: derogatory comments, slurs, jokes, or epithets of a sexual nature or sexist remarks, requests for sexual favors, repeated and unwelcome propositions for dates.
- Physical examples: assaults, impeding or blocking movement, touching, or body contact.
- Visual examples: sexual gestures, inappropriate display of sexually explicit objects, pictures, cartoons, posters, or drawings with sexist implications.

[▶ More Examples](#)

Quid pro quo vs. hostile environment

There are two types of behavior that constitute sexual harassment:

Quid pro quo Conduct that forces granting of sexual favors in exchange for promotions, better assignments, etc.

Hostile environment Creation of hostile environment.

Office of Equity and Diversity

University Park: (213) 740-5086, Mail Code 0704
Health Sciences: (323) 442-2020, Mail Code 9055

Locations

[University Park Campus, CUB 208](#) ↗

[Health Sciences Campus, PMB B308](#) ↗

[Equity and Diversity Home](#) • [Sexual Harassment
Discrimination and Harassment Complaints](#) • [About Our Staff](#)