

# SEXUAL HARASSMENT

is a form of gender discrimination in violation of the New York City Human Rights Law.

## 1 ABUSE OF POWER

This type of harassment occurs when the harasser is a supervisor who demands sexual favors from you and makes your submission to their demands the basis for employment decisions. In housing, this occurs when the harasser is your landlord or one of their agents (for example, the superintendent of your building).

## 2 HOSTILE ENVIRONMENT

This type of harassment occurs when verbal or physical conduct of a gender-based nature creates an intimidating, hostile or offensive environment. It may include offensive comments, jokes, innuendo, touching, gestures, pictures or graffiti. The harasser can be a co-worker, supervisor, landlord or one of their agents.

**If** you believe you are a victim of harassment at work, you should contact your company's Equal Employment Opportunity (EEO) officer immediately and dial 311 to reach the Law Enforcement Bureau of the New York City Commission on Human Rights to speak with an attorney or investigator. For housing-related harassment, contact the NYC Commission on Human Rights at 311.

