

SEXUAL HARASSMENT IS AGAINST THE LAW

What is sexual harassment?

Unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

- ♦ The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- ♦ The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- ♦ The victim does not need to be the person harassed but could be anyone affected by the offensive conduct.
- ♦ Unlawful sexual harassment may occur without economic injury or discharge of the victim.
- ♦ The harasser's conduct must be unwelcome.

What to do if sexually harassed

It is helpful for the victim to inform the harasser directly that the conduct is unwelcome and must stop. Employees should refer to the CSHL EEO Non-Discrimination Anti-Harassment Policy. Students should refer to the Sexual Harassment and Misconduct Policy.

<http://intranet.cshl.edu/EEONonDiscriminationAntiHarassmentPolicy>

<http://intranet.cshl.edu/SexualHarassmentandMisconductPolicy>

Protection against retaliation

It is unlawful to retaliate against any individual who reports harassment or participates in an investigation of such reports.

**COLD SPRING HARBOR LABORATORY DOES NOT TOLERATE
SEXUAL HARASSMENT**

CALL KATIE RAFTERY, VP OF HR AT 516-367-8499

Emergency: 911

Campus Security: 516-367-5555

Safe Center LI (24/7): 526-542-0404

National Sexual Assault Hotline (24/7): 800-656-4673

