

SEXUAL HARASSMENT IS AGAINST THE LAW

What is sexual harassment?

Unwelcome sexual advances, request for sexual favors, and other visual, verbal, or physical conduct of a sexual nature constitute sexual harassment when it is directed at an individual because of that individual's sex when (1) submission to such conduct is made either explicitly or implicitly a term or condition of employment; (2) submission or rejection to such conduct is used as a basis for making employment decisions; or (3) the conduct has the purpose or effect of interfering with work performance or creating 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 superior, a subordinate, a co-worker, or anyone in the workplace including an independent contractor, contract worker, vendor, client, customer, or visitor.
- 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 Anti-Discrimination, Anti-Harassment, Including Sexual Harassment and Anti-Retaliation policies*. Students should refer to the *Policy for the Prevention of and Response to Sex Discrimination, Sexual Harassment and Sexual Violence Against Students*.

(1) *CSHL EEO Anti-Discrimination, Anti-Harassment, Including Sexual Harassment and Anti-Retaliation policies*.

(2) *Policy for the Prevention of and Response to Sex Discrimination, Sexual Harassment and Sexual Violence Against Students*.

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, Vice President, Chief Human Resources Officer at 516-367-8499

or John Tuke, Chief Operating Officer at 516-367-5200

Emergency: 911

Campus Security: 516-367-5555

Safe Center LI (24/7): 516-542-0404

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

