



# THE MAINE HUMAN RIGHTS ACT PROHIBITS SEX DISCRIMINATION

## SEXUAL HARASSMENT ON THE JOB IS ILLEGAL

- ✖ UNWELCOME SEXUAL ADVANCES
- ✖ SUGGESTIVE OR LEWD REMARKS
- ✖ UNWANTED HUGS, TOUCHES, KISSES
- ✖ REQUESTS FOR SEXUAL FAVORS
- ✖ RETALIATION FOR COMPLAINING  
ABOUT SEXUAL HARASSMENT

**IF YOU FEEL YOU HAVE BEEN DISCRIMINATED AGAINST, CONTACT:**

**MAINE HUMAN RIGHTS COMMISSION**  
51 STATE HOUSE STATION, AUGUSTA, MAINE 04333-0051  
PHONE (207) 624-6290 FAX (207) 624-8729 TTY: MAINE RELAY 711  
[www.maine.gov/mhrc](http://www.maine.gov/mhrc)

OR CONTACT YOUR PERSONNEL DEPARTMENT: \_\_\_\_\_ [humanresources@innovative-es.com](mailto:humanresources@innovative-es.com)