

# SEXUAL HARASSMENT IS AGAINST THE LAW



Sexual harassment occurs when submission to or rejection of 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 is a violation of state and federal laws.

## Report incidents of harassment to:

Name: Courtney Cook

Address: \_\_\_\_\_

Phone: 858-715-5100 x279

E-mail: [humanresources@innovative-es.com](mailto:humanresources@innovative-es.com)

Sexual harassment is a form of discrimination that occurs when an individual makes unwelcome sexual advances, requests for sexual favors and/or other verbal or physical conduct of a sexual nature against his or her wishes.

The harasser can be

- a supervisor
- an agent of the employer
- a supervisor in another area
- a co-worker
- a non-employee
- the same sex as the victim

The prohibition against sexual harassment does not only apply to employers. It also applies to labor organizations, employment agencies, and to individuals who aid and abet an unlawful employment practice.

If you believe you are or have been the victim of sexual harassment, contact:

**RHODE ISLAND COMMISSION  
FOR HUMAN RIGHTS**  
180 Westminster Street, Third Floor  
Providence, RI 02903  
401-222-2661  
TDD: 401-222-2664  
Fax: 401-222-2616  
[www.richr.ri.gov](http://www.richr.ri.gov)