

SEXUAL HARASSMENT IS ILLEGAL

AS PROHIBITED BY THE CONNECTICUT DISCRIMINATORY EMPLOYMENT PRACTICES ACT
SECTION 46A-60(A)(8) OF THE CONNECTICUT GENERAL STATUTES, TITLE VII OF THE CIVIL RIGHTS
ACT OF 1964 AND THE CITY OF NEW HAVEN EQUAL OPPORTUNITIES ORDINANCE 12 _, ARTICLE I.

SEXUAL HARASSMENT MEANS

“Any unwelcome sexual advances or requests for sexual favors or any conduct of sexual nature when:

- 1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment
- 2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individuals; or
- 3) Such conduct has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile or offensive environment.”

EXAMPLES OF SEXUAL HARASSMENT INCLUDE:

Unwelcome sexual advances, suggestive or lewd remarks, unwanted hugs, touches, kisses, requests for sexual favors, retaliation for complaining about sexual harassment, derogatory or pornographic posters, cartoons, or drawings.

Individuals who engage in acts of Sexual Harassment may also be subject to civil and criminal penalties. Remedies may include: Cease and Desist Orders, Back Pay, Compensatory Damages, Hiring, Promotion or Reinstatement.

If you feel that you have been the victim of sexual harassment, contact:

CITY OF NEW HAVEN
COMMISSION ON EQUAL OPPORTUNITIES
200 ORANGE STREET, 4TH FLOOR – ROOM 402
NEW HAVEN, CT 06510
(203) 946-8160

Connecticut law requires that a formal written complaint be filed with the Commission within 180 days of the date when the alleged harassment occurred

