SEXUAL HARASSMENT IS ILLEGAL
AND IS PROHIBITED BY
THE CONNECTICUT DISCRIMINATION EMPLOYMENT
PRACTICES ACT
(Section 46a-60(a)(8) of the Connecticut General Statutes)
AND
TITLE VII OF THE CIVIL RIGHTS ACT OF 1964
(Title 42 United States Code Section 2000e et seq.)
SEXUAL HARASSMENT MEANS “ANY UNWELCOME SEXUAL ADVANCES OR
REQUESTS FOR SEXUAL FAVORS OR ANY CONDUCT OF A SEXUAL NATURE
WHEN:
(1) SUBMISSION TO SUCH CONDUCT IS MADE EITHER EXPLICITLY OR
IMPLICITLY A TERM OR CONDITION OF AN INDIVIDUAL’S EMPLOY
MENT.
(2) SUBMISSION TO OR REJECTION OF SUCH CONDUCT BY ANY
INDIVIDUAL IS USED AS THE BASIS FOR EMPLOYMENT DECISIONS
AFFECTING SUCH INDIVIDUAL; 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 WORKING
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 POSTER, CARTOONS
  OR DRAWINGS
Remedies for SEXUAL HARASSMENT include
- CEASE AND DESIST ORDERS
- BACK PAY
- COMPENSATORY DAMAGES
- HIRING, PROMOTION OR REINSTATEMENT

INDIVIDUALS WHO ENGAGE IN ACTS OF SEXUAL HARASSMENT MAY ALSO
BE SUBJECT TO CIVIL AND CRIMINAL PENALTIES.

IF YOU FEEL THAT YOU HAVE BEEN DISCRIMINATED AGAINST, CONTACT
THE CONNECTICUT COMMISSION ON HUMAN RIGHTS AND OPPORTUNI-
TIES, 450 Columbus Blvd Suite 2, Hartford CT 06103 (TELEPHONE NUMBER (860)
541-3400; TDD NUMBER (860) 541-3459, and Connecticut Toll Free 1(800)477-5737.
Connecticut law requires that a formal written complaint be filed with the Commission
within 180 days of the date when the alleged harassment occurred.