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 EMPLOYMENT;

(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
RETLAITION FOR COMPLAINING ABOUT SEXUAL HARASSMENT
DEROGATORY OR PORNOGRAPHIC POSTERS, 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 OPPORTUNITIES, 21 Grand Street, Hartford, Connecticut 06106
(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.