

6-B | WHAT DOES "HOSTILE WORK ENVIRONMENT" SEXUAL HARASSMENT LOOK LIKE?

If you are repeatedly subjected on the job to threats, insults, or ridicule based on gender, even if the conduct is not sexual in nature, this can be considered "hostile work environment" sexual harassment.³⁷ In such a situation, where no "tangible employment action" was taken, the employer can defend itself by asserting that it exercised reasonable care to prevent and correct promptly the sexually harassing behavior. (see question g)³⁸

(unknown authors)

Footnotes

³⁷ King v. Auto, Truck, Industrial Parts and Supply, Inc. 21 F. Supp. 2d. 1370, 1378-1379. (N.D. Fla. 1998)

³⁸ Speaks, 315 F. Supp. 2d. at 1224.

