

6-C | I THINK I AM BEING SEXUALLY HARASSED AT WORK, HOW DO I PROVE IT?

To demonstrate “quid pro quo” sexual harassment, you must show that your employer has altered your job conditions because of your failure to submit to sexual demands.³⁹ To demonstrate that you have been subjected to a hostile work environment, you must show that:

1. you belong to a protected group (women are considered a protected group);
2. you were subjected to unwelcome sexual harassment;
3. the harassment was based on sex;
4. the harassment was so severe or pervasive that it altered the terms and conditions of employment;
5. there are grounds to hold you employer directly or indirectly liable.⁴⁰

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Footnotes

³⁹ Stockett, 791 F. Supp. at 1552.

⁴⁰ Snoke v. Staff Leasing Inc., 43 F. Supp. 2d 1317, 1326 (M.D. Fla. 1998)

