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MEMBERS:

RESPONSE to Sexual & Domestic Violence

Berlin
Colebrook
Lancaster

Women's Supportive Services

Claremont
Newport

Rape and Domestic Violence Crisis Center

Concord

Starting Point

Conway
Ossipee

Sexual Harassment and Rape Prevention Program (SHARPP)

University of New Hampshire
Durham

Monadnock Center for Violence Prevention

Keene
Peterborough

New Beginnings: A Women's Crisis Center

Laconia

WISE (Women's Information Service)

Lebanon

The Support Center at Burch House

Littleton
Woodsville

YWCA Crisis Service

Manchester
Derry

Bridges: Domestic & Sexual Violence Support

Nashua
Milford

Voices Against Violence

Plymouth

A Safe Place

Portsmouth
Rochester
Salem

Sexual Assault Support Services

Portsmouth
Rochester

For information or help,
call toll free 1-800-277-5570
for sexual assault,
or 1-866-644-3574 for
domestic violence.

A FACT SHEET ABOUT SEXUAL HARASSMENT

Based on judicial decisions, the Equal Employment Opportunity Commission has defined sexual harassment as unwelcome verbal or physical conduct of a sexual nature where 1) an individual's rejection of such conduct – or submission to it – is used as a basis for employment decisions that affect the employee, or 2) the unwelcome conduct is a term or condition of the individual's employment (quid pro quo), either implicitly or explicitly, or 3) the unwelcome conduct interferes with the employee's work performance or creates an intimidating, hostile, or offensive working environment.

(Equal Employment Opportunity Commission Guidelines)

Sexual harassment includes, but is not limited to, unwanted suggestive comments on a person's appearance, unwanted touching or other physical contact, unwanted sexual jokes or comments, unwanted sexual advances, and unwanted exposure to pornographic material.

(9 to 5, National Association of Working Women)

In cases of sexual harassment, the victim as well as the harasser may be male or female. The victim does not have to be of the opposite sex. The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee. The victim does not have to be the person harassed, but could be anyone affected by the offensive conduct. Unlawful sexual harassment may occur without economic injury to or firing of the victim.

(Equal Employment Opportunity Commission, "Facts About Sexual Harassment," 1997)

In a 2001 national survey of 2,064 public high school students, 83% of girls and 79% of boys in grades 8 through 11 reported having experienced sexual harassment. More than one in four students reported experiencing it often.

(American Association of University Women Educational Foundation, "Hostile Hallways: Bullying, Teasing, and Sexual Harassment in School," 2001)

In a 1995 survey administered to the entire Department of Defense, 78% of active duty military women and 38% of active duty military men reported that they had experienced one or more behaviors considered harassment by the survey administrators in the previous 12 months. However, 52% of the women and 9% of the men both indicated such an experience and considered at least one such experience harassment.

(Department of Defense, Sexual Harassment Survey, 1995)

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Girls were more likely than boys to feel “self-conscious” (44% versus 19%), “embarrassed” (53% versus 32%), and less confident (32% versus 16%) because of an incident of sexual harassment. Girls were also more likely than boys to change behaviors in school or at home as a result of sexual harassment. Examples of modified behavior include less talking in class (30% of girls and 18% of boys), and avoiding the harasser (56% of girls and 24% of boys).

(American Association of University Women Educational Foundation, “Hostile Hallways: Bullying, Teasing, and Sexual Harassment in School,” 2001)

In a 1994 national survey of more than 8,000 Federal workers, 44% of women and 19% of men reported that they had experienced sexual harassment in the past two years. About 6% of respondents who had experienced sexual harassment took formal action in response. 44% ignored the behavior or did nothing. Of the 6% who took formal action, 44% of the men and 22% of the women said that management’s response was to do nothing.

(U.S. Merit Systems Protection Board, “Sexual Harassment in the Federal Workplace,” 1994, pp., vii, 29, 38)

35% of students who had been sexually harassed reported that their first experience of sexual harassment was in elementary school.

(American Association of University Women Educational Foundation, “Hostile Hallways: Bullying, Teasing, and Sexual Harassment in School,” 2001)

The proportion of men who categorized uninvited sexual remarks by co-workers as sexual harassment rose from 42% in 1980 to 64% in 1994. For women, the figures were 54% and 77% respectively. The percentage of men who believed that pressuring a co-worker for sexual favors is sexual harassment rose from 65% in 1980 to 93% in 1994. For women the figures were 81% and 98% respectively. Researchers believe this increase is due to sexual harassment education.

(U.S. Merit Systems Protection Board, “Sexual Harassment in the Federal Workplace,” 1994, pp. 5,7)

69% of students in a 2001 survey said that their school has a policy on sexual harassment, compared to 26% in 1993.

(American Association of University Women Educational Foundation, “Hostile Hallways: Bullying, Teasing, and Sexual Harassment in School,” 2001)

In a 1994 survey, 1% of female victims and 21% of male victims had been sexually harassed by someone of the same sex. 79% of male victims and 77% of women victims had been sexually harassed by co-workers or other employees without supervisory authority over them. 14% of male victims and 28% of female victims had been sexually harassed by someone in their supervisory chain.

(U.S. Merit Systems Protection Board, “Sexual Harassment in the Federal Workplace,” 1994, p. 18)

The 14 member programs of the New Hampshire Coalition Against Domestic and Sexual Violence assist survivors of sexual assault and domestic violence, and members of their families, with 24-hour crisis lines, emergency shelter, counseling, support groups, and help dealing with police, medical and court personnel. The members provide speakers and educational programs to community groups.

In 2004, Coalition groups assisted 8,297 domestic violence victims, 1,588 sexual assault victims and 541 stalking victims.