

EEOC GUIDELINES

1. What does the commission look at in determining whether the alleged conduct constitutes sexual harassment?

2. When can the employer be held responsible for acts of sexual harassment in the workplace?

3. When can the employer be held responsible for the acts of non-employees?

4. According to the EEOC guidelines, what is the best tool for the elimination of sexual harassment? What are some of the things they recommend?

EEOC GUIDELINES ANSWER KEY (FOR FACILITATOR USE ONLY)

1. What does the commission look at in determining whether the alleged conduct constitutes sexual harassment?

The record as a whole and the totality of the circumstances.

2. When can the employer be held responsible for acts of sexual harassment in the workplace?

When the employer knows or should have known of the conduct, unless the employer can show that it took immediate and appropriate corrective action.

3. When can the employer be held responsible for the acts of non-employees?

When non-employees harass employees and the employer knows or should have known of the conduct and fails to take immediate and appropriate corrective action.

4. According to the EEOC guidelines, what is the best tool for the elimination of sexual harassment? What are some of the things they recommend?

The best tool is prevention. Some prevention tactics are: discussing sexual harassment, expressing strong disapproval, developing appropriate sanctions, informing employees of their rights.