

## Resources

Office of Fair Employment Practices  
111 NW 1st St., 22nd Floor  
Miami, FL 33128  
Phone: 305-375-2784  
Fax: 305-375-2114  
Email: OFEP@miamidade.gov

## Equal Employment Opportunity Commission

Two Biscayne Blvd., Ste. 2700  
Miami, FL 33131  
Phone: 305-808-1740

Florida Commission on Human Relations  
2009 Apalachee Pkwy., Ste. 100  
Tallahassee, FL 32301  
Phone: 850-488-7082



**Carlos Alvarez**  
*Mayor*

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**Barbara J. Jordan**, *Vice Chairwoman*

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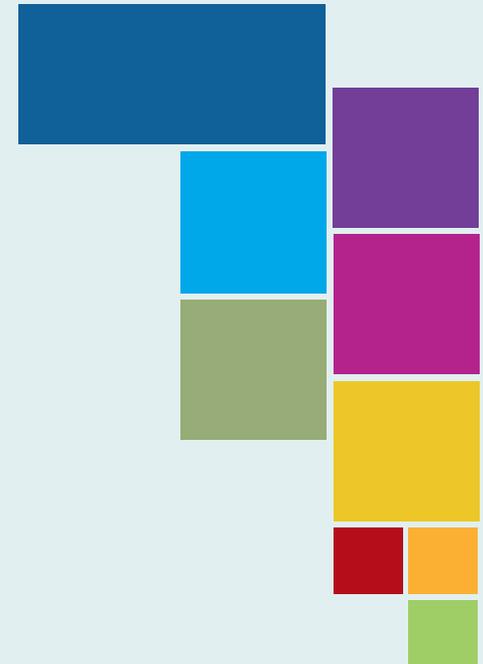
**José "Pepe" Diaz**  
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**Natacha Seijas**  
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**George M. Burgess**  
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**Robert A. Cuevas Jr.**  
*County Attorney*

# Harassment: Unlawful or Just Awful?

**Diversity**  
*matters* at Miami-Dade County



**Diversity**  
*matters*

at Miami-Dade County



Office of Fair Employment Practices

## Unlawful Harassment

- Is a form of employment discrimination
- Is directed at a person or persons because of their protected status (race, color, sex, religion, national origin, disability, age, marital status, ancestry, pregnancy or sexual orientation)
- Consists of severe, serious, pervasive acts or one extremely serious act
- Creates a hostile or offensive environment
- Unreasonably interferes with your ability to do your job

## Examples of Unlawful Harassment

- Your supervisor reprimands only Hispanic employees for tardiness, but not their white and African-American co-workers
- Your co-worker constantly uses the "N-word" and makes offensive jokes about African-Americans; you complain to the supervisor, but she does nothing about it

- Once or twice a week, your co-worker emails sexually oriented jokes and pictures to you and the other employees in the office.
- Your supervisor allows younger employees to attend training, but refuses to teach you the new computer system because he says, "It's tough teaching an old dog new tricks."

## Awful Harassment

- Is not illegal
- May be directed at all persons and is not based on your protected status
- Consists of petty, trivial, or annoying acts, and micro-managing, nitpicking or zealous oversight
- Can make the workplace difficult or intolerable
- Does not unreasonably interfere with your ability to do your job.

## Examples of Awful Harassment

- Your manager yells and curses at everyone in the office
- After your team misses an important deadline, the supervisor gets upset and says, "you people" never do anything right
- The foreman follows employees to the bathroom to make sure they do not leave the job site
- The manager criticizes you for not being a team player
- Your co-workers tease you about the various hairstyles that you wear
- Your department head does not smile, greet you, or say thank you

## What if Unlawful Harassment Occurs?

If unlawful harassment is occurring in your workplace, do not ignore it. Report it immediately to your department's Fair Employment Practices Liaison or the Office of Fair Employment Practices.

**Harassment:**  
Unlawful or Just Awful?

