

Dealing With Harassment:

Tell the harasser, either verbally or in writing, that his or her behavior is not welcome and you want it to stop.

You may make a complaint to:

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

Your department's Fair Employment Practices Liaison

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

Diversity
matters

at Miami-Dade County



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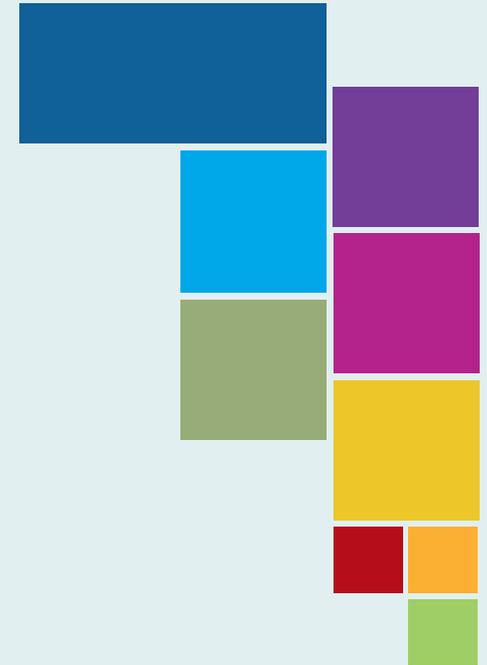
County Manager

Robert A. Cuevas Jr.

County Attorney

What is Sexual Harassment?

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Office of Fair Employment Practices

It is the policy of Miami-Dade County that all employees enjoy a work environment that is free from discrimination and harassment, including harassment based on sex or sexual orientation. Sexual harassment is unwanted sexual advances, sexual conduct or other verbal or physical conduct of a sexual nature that affects an individual's employment.

There are three types of sexual harassment:

Quid pro quo sexual harassment occurs when an individual submits to sexual advances in exchange for some employment benefit such as a promotion or when the individual refuses to submit to sexual advances and is denied an employment benefit.

Gender stereotype harassment occurs when an employer, co-worker or supervisor harasses an individual because he or she does not

conform to the typical male or female stereotype. For example, it is illegal to taunt, tease, or bully a male employee because he is effeminate, or a female employee because she does not wear make-up.

Hostile work environment harassment

occurs when there is verbal or physical conduct of a sexual nature which unreasonably interferes with an individual's job performance or creates a hostile, intimidating or offensive work environment. The harassment must be severe or pervasive; this means that there must be a pattern of offensive conduct or frequent incidents of harassment. Typically, a single incident is not sufficient unless it is extremely serious.

Conduct that could create a hostile work environment might include:

Verbal:

- sexual advances, requests for sexual favors, sexual jokes, spreading sexual rumors, remarks about a person's body or clothing

Nonverbal:

- leering, whistling, suggestive or insulting sounds, gestures, posting sexually denigrating pictures on office walls or computers

Physical:

- touching the body (e.g. grabbing, kissing, brushing, patting, pinching)

Facts about sexual harassment:

- The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or a non-County 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 termination of the victim.
- Harassment is not limited to County work hours or premises. It can occur at a conference, restaurant, office holiday party or other work-related social event.

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