

# EMPLOYEES HAVE THE RIGHT TO BE FREE FROM SEXUAL HARASSMENT IN THE WORKPLACE

The City of Chicago has a strict zero tolerance policy against all forms of sexual harassment. Sexual harassment is defined as any unwelcome sexual advances or requests for sexual favors or conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; or (2) submission to or rejection of such conduct by an individual is used as the basis for any employment decision; or (3) such conduct substantially interferes with an individual's work performance or creates an intimidating, hostile or offensive working environment; or (4) behavior of a sexual nature which involves coercion, abuse of authority, or misuse of an individual's employment position.

## **RETALIATION**

It is also unlawful for employers to retaliate against an employee because the employee complained about sexual harassment, filed a complaint regarding sexual harassment or participated in an investigation into a sexual harassment complaint.

## **REPORT SEXUAL HARASSMENT**

To report sexual harassment:

- Notify your immediate supervisor, or if the harasser is your supervisor, another manager.
- Contact your employer's human resources or personnel department.
- Contact the Chicago Commission on Human Relations to file a complaint.

### **Chicago Commission on Human Relations**

740 N. Sedgwick, 4<sup>th</sup> Floor

Chicago, IL 60654

(312) 744-4111

(312)744-1081 (fax)

(312)744-1088 (TTY)

[www.Chicago.gov/CCHR](http://www.Chicago.gov/CCHR)

[cchr@cityofchicago.org](mailto:cchr@cityofchicago.org)