

## ***Important Reminders about Sexual Harassment***

- ! Sexual harassment can occur in situations involving a supervisor and subordinate, or between co-workers.
- ! Sexual harassment can result from a conscious or unconscious action, or deliberate or un-deliberate actions.
- ! Sexual harassment may result from the effect of an action or behavior, and not necessarily from the intent of the action or behavior.
- ! Sexual harassment is unlawful whether it is aimed at men or women.
- ! Sexual harassment is unlawful whether it is aimed toward the opposite or same sex.
- ! Sexual harassment can be subtle or blatant.
- ! The victim does not have to be the one at whom the unwelcome sexual conduct is directed. She or he may be someone who is affected by such conduct when it is directed toward another person.
- ! 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.

### ***Sexual harassment may occur between:***

Federal Government employee	"	Federal Government employee
Federal Government employee	"	non-Federal Government employee
non-Federal Government employee	"	Federal Government employee
Federal Government employee	"	persons under contract or other formal agreements with the USDA
persons under contract or other formal agreements with the USDA	"	Federal Government employee