You have the right to remain silent.

Anything you say will be misquoted, then used against you.
Sexual Harassment

- **Civil Rights Act of 1964**
  Unwanted attention of a sexual nature from someone in the workplace, resulting in discomfort and/or interference with the job.

- **Two Types of Sexual Harassment**
  1. In *quid pro quo* sexual harassment, the individual suffers job loss, or threatened loss of a job benefit, as a result of his or her response to a request for sexual favors. To promise an employee a promotion for sexual favors, and then not promote the employee because the employee refused, is *quid pro quo* harassment.

  2. Hostile environment harassment occurs when some person creates an intimidating, hostile, or offensive working environment. No tangible loss has to be suffered. An employee who is subjected to sexually suggestive comments, lewd jokes, or advances is a victim of hostile environment harassment.
• Who sets the standards?
  • The courts!
• University of Michigan!
  • The working mom!
• Preventing Sexual Harassment!