



Spectrum of Sexual Misconduct @ Work



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1 NON-OFFENSIVE

Common off-the-cuff compliments on such things as hair style and dress. *"You look nice today;" "I like your haircut," "That's a nice outfit;" "That's a good color on you."*

2 AWKWARD/MILDLY OFFENSIVE

Comments on gender differences such as: *"You would say that as a woman." "I suppose it's a woman's prerogative to change her mind." "We can't speak frankly around you women anymore."*

3 OFFENSIVE (NOT NECESSARILY OR OVERTLY INTENTIONAL)

Holding a woman's arm while talking. Uninvited hugs. Patronizing/dismissive/exclusionary behavior toward women. Sharing jokes about female blondes, brunettes, red-heads, etc. Implying or stating women are distracted by family.

4 SERIOUSLY OFFENSIVE

Denigrating comments about women in general. Jokes about a woman's limited intellect or skills due to her gender. Words like *"ice queen"* or *"female mafia"* when referring to women. Comments about about physical attributes used to insult or demean a woman.

5 EVIDENT SEXUAL MISCONDUCT

Looking a woman up and down in a sexually suggestive manner. Grabbing, rude patting and unwelcome holding. Unwelcome, unexpected kissing. Ignoring a woman's expressed disinterest in a personal/intimate relationship and continuing to hassle her. Making or telling crude jokes that demean women. Describing women with such terms as *"slut"* or *"frigid."* Trying to demean a woman by implying/claiming she uses her gender to advance career goals.

6 EGREGIOUS SEXUAL MISCONDUCT

Exposing genitals. Physical sexual behavior while a woman is present. Pressing against a woman suggestively. Threatening/implying career damage to a woman who refuses to engage in sex or sexual behavior. Forcing or coercing a woman to have sex.

The Spectrum of Sexual Misconduct at Work was developed by Kathleen Kelley Reardon, Professor Emerita, University of Southern California Marshall School of Business and is intended to assist organizations with determining what is and is not appropriate. Dr. Reardon states that *"Except in the more obvious cases, people are unsure of where offensive or inappropriate behavior ends and sexual misconduct begins. We're operating in a maze. It's time for some clarity and direction. Aristotle distinguished between mistakes and wickedness. So can we. Here's a start — this time focusing on male to female offense and misconduct."* Learn more at <http://www.kathleenkelleyreardon.com/>