

## WHAT ARE THE TYPES OF SEXUAL HARASSMENT THAT CAN HAPPEN ON CAMPUS?

*Quid pro quo* and hostile work environment are the two broad types of sexual harassment. Sexual harassment at work place is generally classified into two distinct types. *Quid pro quo*, means on the lookout for sexual favors or advances in exchange for work benefits and it occurs when consent to sexually open behavior or speech is made a clause for employment or refusal to comply with a 'request' is met with penalizing action such as dismissal, demotion and difficult work conditions.

'Hostile working environment' is more persistent form of sexual harassment involving work conditions for the women to e in. certain sexist remarks, display of pornography or sexiest / obscene graffiti, physical contact /brushing against female employees are some examples of hostile or antagonistic work environment. The word 'unwelcome' is the key in defining sexual harassment. It is the impact and effect the behavior has on the recipient that will define the behavior as sexual harassment.