What is Workplace Harrassment?

Workplace harassment is any unwelcome verbal, written or physical conduct that shows hostility or aversion towards a person on the basis of their protected characteristics..

State law currently protects employees on the basis of:

- **Disability** *(physical or mental)*
- **National Origin**
- **Ancestry**
- **Race**
- **Color**
- **Religion**
- **Gender**

Local and/or federal law may also protect individuals on the basis of:

- **Military Status**
- **Pregnancy**
- **Age** *(over 40)*
- **Sexual Orientation**
- **Gender Identity**

Contact Us

Indiana Civil Rights Commission
100 North Senate Avenue, Room N103
Indianapolis, Indiana 46204

Office: (317) 232-2600
Toll Free: (800) 628-2909
Hearing Impaired: (800) 743-3333
Fax: (317) 232-6580
E-mail: icrc@crc.in.gov
Website: www.in.gov/icrc

If You BelieveYour Rights Have Been Violated...

Any person who feels they have been subject to workplace harassment may file a complaint with the ICRC. Complaints can be filed in person, by mail, fax or on our website.

Employment complaints must be filed within 180 days from the date of the alleged discriminatory act.

The Indiana Civil Rights Commission is ready to help you with any claim involving discrimination.

INDIANA CIVIL RIGHTS COMMISSION
ICRC
EQUAL OPPORTUNITY

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Hostile Work Environment

Another type of sexual harassment that may be unlawful is when employees are subjected to unwanted actions or comments of a sexual nature, sexual stories or innuendos, discussions about employees' sex lives, unwanted touching, or requests for sex or sexual materials in the work place.

An employer may be held liable for the conduct of its employees if the conduct is severe or pervasive, or it is reported to a supervisor or management and the employer does not take prompt and effective measures to address the hostility. A hostile work environment may also be created based on race, religion, national origin, ancestry or disability.

Retaliation

It is unlawful to discriminate against someone due to his or her participation in a protected activity, including filing a charge of discrimination, testifying or otherwise assisting in an investigation or proceeding before the Civil Rights Commission.

Quid Pro Quo

A term meaning "this for that," this type of sexual harassment exists when a supervisor or other "superior" demands sexual favors or attention in return for job benefits, such as a raise, promotion, or preferred assignment.

Policies & Procedures

It is important that employers make clear specific policies and procedures for reporting and evaluating allegations of workplace harassment.

Complaints should be handled in a timely and professional manner to ensure that allegations are properly and effectively addressed.