

# Facts About Sexual Harassment

Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964.

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.

Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

- **The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.**
- **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.**
- **The victim does not have to be the person harassed, but could be anyone affected by the offensive conduct.**
- **Unlawful sexual harassment may occur without economic injury to or discharge of the victim.**
- **The harasser's conduct must be unwelcome.**

It is helpful for the victim to directly inform the harasser that the conduct is unwelcome and must stop. The victim should use any employer complaint mechanism or grievance system available.

When investigating allegations of sexual harassment, EEOC looks at the whole record; the circumstances, such as the nature of the sexual advances, and the context in which the alleged incidents occurred. A determination on the allegations is made from the facts on a case-by-case basis.

Prevention is the best tool to eliminate sexual harassment in the workplace. Employers are encouraged to take steps necessary to prevent sexual harassment from occurring. They should clearly communicate to employees that sexual harassment will not be tolerated. They can do so by establishing an effective complaint or grievance process and taking immediate and appropriate action when an employee complains.

## FILING A CHARGE

Charges of sexual harassment may be filed at any field office of the U.S. Equal Employment Opportunity Commission. Field offices are located in 50 cities throughout the United States and are listed in most local telephone directories under U.S. Government. Information on all EEOC-enforced laws may be obtained by calling toll-free at 800-669-EEOC. EEOC's toll-free TDD number is 800-800-3302.

If you have been discriminated against on the basis of sex, you are entitled to a remedy that will place you in the position you would have been in if the discrimination had never occurred. You may be entitled to hiring, promotion, reinstatement, back pay and other remuneration. You also may be entitled to damages to compensate you for future pecuniary losses, mental anguish and inconvenience. Punitive damages may be available, as well, if an employer acted with malice or reckless indifference. You also may be entitled to attorney's fees.

The above information is available on a fact sheet in the following formats: print, Braille, large print, audiotope and electronic file on computer disk. For further information, call the Office of Equal Employment Opportunity at (202) 663-4395.

Credit: A Patch of Green, May/June 1994

# Dues or Don't

by Joel V. Purpur, CGCS

Vice-President, MAGCS

This is the time of the year when the dues notices are sent out along with change of information requests. As in the past, the M.A.G.C.S. requires payment by December 1, allowing 90 days for payment. Although this is ample time to provide payment, the Association still have to drudge through long delinquent lists to prod the 100 or so members who have not made the deadline with their annual dues. This takes months of unnecessary work by the Executive Secretary, Directors, and volunteers which delays planning for the directory and other timely projects for our members. This is why the MAGCS is forced to stand firm on the policy to remove delinquent individuals from membership for noncompliance to this deadline.

Delinquent individuals will then have to reapply for membership by way of written application as any newly applying prospective member would. Delivery of the **Bull Sheet** is then suspended and non-member fees will have to be paid at monthly golf meetings, providing guests are allowed to golf at that particular meeting.

If an individual values their MAGCS membership privileges, 90 days is more than enough time to provide payment to maintain their membership. If your Club or organization cannot pay by the 3 month deadline, write a personal check and get reimbursed later. Our annual dues are not that high. We all seem to be able to meet the deadlines for our credit cards, mortgages, car payments or other memberships we enjoy, so be responsible, get your dues in on time and maintain your membership with the MAGCS.

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