

**PROHIBITS SEX DISCRIMINATION. HARASSMENT & RETALIATION**

Unwelcome sexual harassment is a form of sex discrimination that violates the Maine Human Rights Act ("MHRA"). Unwanted sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature which threatens job security, working conditions, or advancement opportunities is considered sexual harassment.

The law also prohibits retaliation against any person seeking to exercise rights set forth in the MHRA, for complaining of a violation of the law, or for testifying in any proceeding brought pursuant to the MHRA.

Harassment may include:

- Unwelcome Sexual Advances
- Suggestive or Lewd Remark
- Unwanted Hugs, Touches, Kisses
- Requests for Sexual Favors

The following are some examples of sexual harassment published by the Maine Human Rights Commission:

**Susan**

Susan recently took a job in the skilled trades. The men on the job make lewd sexual remarks and refuse to cooperate with Susan on job assignments. They tell her if she's "so good" she can do the job herself. She finds obscene messages pasted to her locker, her work bench, and in her tool kit. Her supervisor suggests if she can't "take a little fun" she should transfer to a new assignment.

**June**

June worked as a sales person at a retail establishment. Two male co-workers tell dirty jokes of a sexual nature to her and make lewd remarks. She tried to ignore the comments by walking away. The verbal comments increased, and one co-worker began to touch her in sexually suggestive ways. June complained to her manager, who said he "would take care of it", but the harassment became worse over the next few weeks. June felt forced to leave her employment.

**Joan**

Joan works in a company as a custodial worker. She has been employed only a short time when a male co-worker begins making obscene sexual remarks to her. She tells him to leave her alone, and he reacts by forcing her into a locker room to cooperate with his sexual demands. She complains to her supervisor, but her supervisor tells her that he can't do anything and that she should "work it out." The next day Joan is subjected to the same verbal and physical threats.

**Sam**

Sam works for a firm in Sales and has to travel to other cities with his boss. The boss wants to share a hotel room "to save the company some money." When Sam refuses she tells him to stop "acting like a baby" and "smarten up". She later gives him a poor performance evaluation, and he is terminated shortly afterwards.

**RANDSTAD'S POLICY (LINKED HERE [English & Spanish](#)) ALSO PROHIBITS SEXUAL HARASSMENT.** It is imperative that you immediately report to your Randstad Representative, his/her manager, or Employee Relations (1-877-601-7453 or [hrsupport@randstadusa.com](mailto:hrsupport@randstadusa.com)) any discrimination, harassment or retaliation you may witness or experience.

You may also report harassment, discrimination or retaliation to: Maine Human Rights Commission, 51 State House Station, August, ME 04333-0051, Phone: 207-624-6290; Fax: 207-624-8729; TTY:MAINE RELAY 711; [www.maine.gov/mhrc](http://www.maine.gov/mhrc).