



La Esquina Legal

I think I've been sexually harassed at work. How do I know for sure and what can I do about it?

Sexual harassment refers to unwelcome behavior of a sexual nature. This behavior can be verbal or physical, but one thing is for sure: it makes you feel disrespected and violated. Feeling offended by this behavior can interfere with the ability to do your job, and it is not acceptable.

Here are some examples of words and actions that can be considered sexual harassment: if someone repeatedly flirts with you when you have made it clear that you are not interested; if someone makes advances, asks and/or pressures you to engage in sexual activity, touches you without reason, or comments on your body. It is not always easy to identify harassment. It may not be direct: someone might have a display of sexually suggestive objects or pictures, or tell offensive jokes. Sexual harassment creates an uncomfortable and hostile working environment, and occurs when a supervisor or coworker threatens or suggests that your rejection of this behavior will affect your employment, job evaluation, pay, or advancement at work.

If you think you have been harassed, file a complaint. First, go to your immediate supervisor. If this supervisor is the harasser, go to the next higher up or to the human resources department. If you are uncomfortable, bring a friend for support. The person in charge should be able to offer you options about how to handle the situation, like having a letter sent to the harasser. Keep records of your contact with the employer so if your complaint is not handled well, you can talk to someone else. You can also file a formal complaint with your employer.

If these steps do not stop the harassment, you can look into filing a lawsuit. You should consult with an attorney, contact the EEOC (Equal Employment Opportunity Commission), or your state's anti-discrimination agency.

*This column is made possible by the support of **Barton, Barton and Plotkin**. Please send us your legal questions to fmiranda@hispanicfederation.org.*

EMPLOYMENT OPPORTUNITY



1Sky (www.1sky.org) is a powerful new campaign to aggregate a movement at the scale of the climate challenge we are confronting by

communicating a positive vision and advocating a clear, simple set of goals and policy initiatives.

1Sky is seeking a smart, motivated, and experienced **Development Coordinator** to support the work of the fundraising team by supporting 1Sky foundation fundraising as well as helping to develop and implement a major gifts and direct mail program. Reports to Campaign Director.

START DATE: Immediately

SALARY: Salary, commensurate with experience. An excellent benefits package is offered.

SUBMISSIONS: Cover letter, resume, and contact information for three (3) references from your most recent employment and/or education.

APPLICATION DEADLINE: Rolling, apply as soon as possible.

PLEASE SEND APPLICATIONS TO: jobs@1sky.org, putting **Job Application: Development Coordinator** in the subject line.

NOTE: We are only accepting applications by email. Please do not make any inquiries about the position or the status of your application. Because of the volume of applicants we anticipate, we cannot respond individually to each application. We will contact those applicants that are of interest to the Search Committee directly.

NOTICE OF SOLICITATION

The New York City Department of Probation

The Department of Probation invites you to submit a proposal to provide "Juvenile Home Placement Services" within the five (5) boroughs under a contract for three (3) years; at the option of the Department the contract may be renewed for an additional three (3) year period. The Request for Proposal will be posted on the City Record On-line website <http://a856-internet.nyc.gov/vendoronline/home.html> or the DoP website <http://www.nyc.gov/html/prob/home.html>. It will also be available Monday-Friday from 9:00 a.m. to 3:00 p.m. at:

NYC Department of Probation

Contract Unit

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