

Observatory of the Economic and Social Rights of Women at Work

Second Report

Sexual Harassment at the Workplace

**Prepared by: Mona Ezzat
The New Woman Foundation**

*This publication was issued with the support of
the Arab Fund for Human Rights*

Contents

The Monitoring Team	3
Introduction	4
Description of the sample	4
Distribution of the sample according to age bracket	4
Family Status	5
Educational Status	5
Sector of work	5
Nature of work	5
Distribution by governorate	6
Methodology and tools used	6
Difficulties encountered during implementation	7
General findings	7
Analysis of the sample	7
Definition and types of sexual harassment	7
Places and times where sexual harassment occurs	8
Perceived reasons of sexual harassment	9
Reaction of the victims	9
Reaction of the aggressor	10
Impact on the victims	10
Means to be informed about the occurrence of sexual harassment	11
General reaction to the crimes of sexual harassment	11
Means of protection from sexual harassment at the workplace from women workers' point of view	12
Recommendations formulated by the respondents in the sample	13
Annex I: Experiences from other countries	15
Britain	15
Case study	15
Australia	16
Case study	16
The United States	17
Case study	17
References	18

The Monitoring Team

Name of the governorate	Monitored by
Cairo	Iman Auf and Seham Shawada
Alexandria	Suzanne Nada and Marwa Saeed
Port-Said	Shaima' Youssef and Inas El Maasarawi
Ismailya	Rasha Sherif and Nahla El Daba'
Suez	Rowayda Hossam
Gharbya	Mohamed Aboul Dahab and Rania Fakhr
Beheira	Aya Essam
Assiut	Mohamed Helmi

**The analysis of the monitoring forms was done by the researcher
Salma Shash
Field coordinators: Iman Auf and Seham Shawada**

Introduction

The New Woman Foundation (NWF) has been involved with the issue of women and work for over a decade, either through the production of action-oriented research, the provision of legal aid and visibility in the media for women workers, or the organization of several sessions of training workshops on various topics aiming at raising the awareness of these women about their rights and contributing in strengthening their capacity building to enable them fighting for these rights. The diverse activities conducted enabled the organization to identify the exposure of these women to violence and discrimination at the workplace, including types of sexual violence. This led NWF to conduct a field research in 2009 about the phenomenon of sexual harassment with a focus on women workers in the “investment zones” (free zones) in the following four governorates: Ismailya, Suez, Port-Said and Alexandria. The findings of this research revealed the forms of sexual exploitation of women workers at work that are directly related to the working conditions and environment, combined with the masculine and patriarchal culture prevailing at the society level. Since the publication of this research, NWF is closely monitoring the increasing trend of violations. This takes place through direct contact and interaction with women workers in the governmental and private sectors in number of governorates.

Accordingly, the organization considered important to devote this second report of the Observatory to these specific violations with the purpose of clearly understanding the real prevailing situation in order to:

- Encourage women to freely talk about what they are exposed to at the workplace and identify their needs to enable them resisting to these violations through the provision of adequate support;
- Contribute in developing legislations and proposing policies aiming at eliminating the occurrence of sexual violence against women at work.

Description of the sample

The initial goal was to undertake 60 interviews with workers and employees in the governmental and private sectors; however the team of monitors was faced during the period allocated to field work with the reluctance of many women to freely talk about their concerns and suffering; therefore, the total number of respondents women reached 58 only after a formal commitment of NWF of abstaining from mentioning their names.

Distribution of the sample according to age bracket

Age bracket	Number of respondents
20 -30	22
30 – 40	34
40 – 50	2

Family Status

Family Status	Number of respondents	Family Status	Number of respondents
Single	29	Married	22
Widowed	2	Divorced	5

Educational Status

Level of education	Number of respondents
Without	1
Under graduate	21
University	29
Preparatory cycle	5
Student	1
Primary cycle	1

Sector of work

Sector	Number of respondents
Governmental	27
Private	31

Nature of work

Nature of work	Number of respondents
Free-lance machinist	1
Workers in factory, pharmacy, nursery	21
Engineer	5
Public relations' employee	1
Supervisor	1

Nature of work	Number of respondents
Specialists at the Ministry of Social Solidarity, in libraries, social worker, head of department at Suez Club	4
Nursing	8
Journalist	1
Teachers	9
Employees in the governmental sector, at the bureau of manpower, at the governorate of youth and sports	5
Medical doctor	1
Bread vendor	1

Distribution by governorate

Governorate	Number of respondents
Greater Cairo	10
Alexandria	8
Suez	4
Gharbya	6
Beheira	5
Port-Said	10
Assiut	5
Ismailya	10

Methodology and tools used

The report is based on the descriptive methodology that was considered as the most suitable one for this kind of reports that are seeking to identify the reasons behind these violations, the reactions of women exposed to sexual harassment at the workplace as well as the attitude of various stakeholders towards the phenomenon, such as trade unions, employers and the concerned State institutions.

The process of monitoring relied on several tools including the following:

- Media watch of several daily newspapers - during the year under report - regarding sexual harassment at the workplace. These newspapers are: “El Youm El Sabe3”, “El Watan”, “El Masri El

Youm”, “El Shorouq”, “Akhbar El Youm” and “El Tahrir”;

- In-depth interviews on the base of a questionnaire that included qualitative questions about the types of sexual violence that happen at the workplace, the reactions of women towards these violations, the settings where these violations occur, the reasons perceived for this type of conduct, the reactions of male and female colleagues, the means used by women to defend themselves, the people who might be of help and the role of concerned State institutions.

The questionnaire was applied through a team of 13 monitors (11 females and two males) who belonged to the same governorates where they were commissioned to conduct the research. NWF was also concerned about the level of experience the field researchers held with this type of work as well as their previous involvement in public activities. Actually, ten among the team had already participated in the first report. Before the beginning of field work, a workshop was organized in Cairo with all the members of the team to jointly agree on the methodology to be adopted, commonly develop the questionnaire as well as the time-table and plan of action. Respondents were reassured of their anonymity in order to preserve their intimacy and encourage them to speak freely.

Difficulties encountered during implementation

- The team of monitors was prevented from entering at the workplaces in order to conduct the interviews; therefore, interviews were mainly conducted in the houses of the respondents;
- Several women were very reluctant to go through the interviews; this resulted in postponing appointments and apology from participation in some cases even after giving a primary agreement;
- There was need to spend a long time in convincing the respondents to answer all the questions included in the questionnaire as some of them refused to talk about the attitude of their employers.

General findings

- The majority of women who participated in the interviews had been exposed to sexual harassment, either in the governmental or the private sector. This took the form of eye contacts with sexual connotation, and the exposure to unwelcome comments of a sexual nature;
- Sexual harassment is not limited to a specific age, educational

- level, marital status or type of clothing;
- The capability of women to react to sexual harassment is related to the working relations, either a colleague, a supervisor, a director or the owner of the workplace;
 - The report indicates that there is a pressing need to raise the awareness of women regarding the available legal protection and the means to access these services;
 - The report identified in addition the lack of gender equality programs for the elimination of violence and discrimination against women within the trade unions.

Analysis of the sample

Definition and types of sexual harassment

- The majority of respondents presented specific definitions of sexual harassment including verbal and physical harassment as well as glance with sexual connotation. One of the workers called this a “bad glance” while the other said “you feel as if he is undressing you with his eyes”. Some women described this behavior as a form of manipulation and pressure over women in order to force them doing something against their will. Sexual harassment was considered to provoke a feeling of insecurity. Few of the respondents did not differentiate between sexual harassment and rape;
- While most of the sample acknowledged their exposure to sexual harassment under various forms, some of them denied the occurrence of sexual harassment at the workplace neither did they witness it in other workplaces prior to their present employment;
- Sexual harassment happens at work regardless the age, family status, educational level or geographic environment; actually, the analysis of the questionnaire shows that many married women were sexually harassed despite the awareness of the violator about their marital status as he counted on their fear from informing the husbands;
- The prevalence of sexual harassment appeared to be higher in the private sector compared to the governmental one; this is related to the nature of working relations. The prevalence of the phenomenon is specifically high in the factories as explained one of the workers “during a conversation with a colleague, he

suddenly changes the course of the talk to begin uttering sexual allusions”; in case the female worker expresses her refusal of such style of discussion, the male colleague pretends he never meant what she wrongly understood. Consequently, it is quite difficult to prove that this really happened. Other women said they were exposed to physical touching. An employee in a pharmacy declared that the owner asked her bluntly to wear tight clothes in order to better show the beauty of her body;

- Another finding was the growing prevalence of sexual harassment from school students towards their female teachers regardless the type of dress they wear, or as was expressed by one of the respondents whether “respectable” or “full” clothes.

Places and times where sexual harassment occurs

- Usually, this kind of aggression happens in closed settings according to the nature of the workplace. For example, stock room is the good place in pharmacies; in companies, closed offices can serve, as well as bathrooms and dark corners under the stairs in factories. Respondent teachers said that the majority of cases happen in crowded places where there is no supervision such as departure time at the end of the school day or during gymnastics classes. However, when the perpetrator is the headmaster sexual harassment occurs in his office;
- The monitoring of newspapers indicates that certain cases of sexual harassment could turn into rapes; this can happen either inside or outside the workplace. We refer here to the case of a teacher who was raped in the district of “Amerya” in the governorate of Alexandria which is not her original place of residence; consequently she was living like an orphan without being granted adequate means of transportation or housing. Moreover, newspapers mention the exposure of many expatriate teachers from other governorates to sexual harassment in their way to and from work as they are stigmatized by the surrounding local community for living alone away from their families.

Perceived reasons of sexual harassment

- Answers to this questions were diverse: some of them referred to the lack of good morals, others thought that some artistic productions have a bad influence on youth, especially those unemployed who are unable to get married. Another opinion was to blame women and consider that their style of clothing and speaking is provocative; the respondent who hold this point of view argued that if they didn't want it, they were capable to stop any misconduct from men. However, an important number in the sample refused this point of view arguing that women workers in factories wear a uniform and many of them are veiled, but this does not protect them from sexual assaults; they also stressed the prevalence of a macho culture that generates offensive behaviors towards women's bodies;
- One of the nurses from Alexandria said: "the prevalence of sexual harassment at the workplace is linked to the social negative stand towards some professions such as nursing considering that as long as women accept to become nurses they are entitled to accept sexual harassment.

Reaction of the victims

- The findings of the research show that the reactions of victims vary according to several factors including mainly the professional status of the perpetrator, whether colleague, supervisor or patron. One of the nurses said "nobody will trust my word simply because I am a nurse and he is a doctor" adding that the hospital administration "will never open an investigation just because a simple nurse presented a complaint"; another one asked herself "to whom should I complain against my boss? I might be subject to firing"; this latest reaction indicates how much some of these women are in dire need to keep their job;
- Other answers referred to the formulation of reproach or even insulting the harasser; however, they won't file a complaint because they are aware that there is no way to prove these facts especially that "many male and female colleagues refuse to testify in our favor"; bitterly, one of the respondents added "the final result will be a scandal for me and that's it";

- Many workers in the factories indicated that upon any fight with the perpetrator, they are exposed to threats and slander; some of them said that they tried to explain to the man that what he was doing was against the religious commandments, or that similar behavior could happen with one of his female relatives. The expressions used to stop aggressors were “where are you going to escape from God?” or “you should fear for the safety of your wife and daughters”;
- In addition, a noticeable number of answers shows that the victims would beat the man; they resort to this because they either ignore the possibility of using legal procedures or because they don't trust the integrity of the concerned bodies. According to one of the respondents, “it is better to take revenge by yourself”;
- Some of the respondents had filed a formal complaint at the workplace as well as in police stations; perpetrators of sexual harassment were subject to punishment ranging from salary cut to the publication of a statement distributed all over the factory to disclose the vile action and provoke a scandal for the guy among the other workers.

Reaction of the aggressor

- According to the respondents, the reactions of perpetrators differ according to their professional status; the majority of women considered that directors and supervisors were the most audacious and also the most violent towards women's resistance. The majority mentioned that directors make sexual offers in a direct manner. In case of refusal, women are subject to pressures and retaliation such as bad treatment, additional work load, salary cuts, threats to be fired, reaching in some cases actual termination of work especially in the private sector;
- When the aggressor is a colleague who is met by resistance, the reaction ranges from carelessness to sarcasm from the anger expressed by women exposed to sexual harassment. One of the workers in a factory said that after filing a complaint, she was bombed with telephone calls from the man and other male colleagues with the purpose of annoying her. In rare cases, when women resist to sexual harassment, perpetrators stop bugging them and even apologize sometimes for their misconduct;

- Perpetrators of sexual harassment are not limited to a specific age or marital status as many married men are practicing this. Respondents from rural governorates indicated that the audacity of men is becoming unprecedented and that the crimes of sexual violence are increasing in their governorates compared to the past;
- Respondents whose work expose them to contacts with the general public (such as the fields of nursing, teaching, vendors in shops, etc.) declared that they are often exposed to sexual harassment and could even be exposed to physical assaults when they try to resist, or are at least being threatened of firing by their employers who take the side of the client.

Impact on the victims

- All respondents confirmed that sexual harassment is psychologically harmful reaching the extent of losing self-confidence. One of the respondents expressed her state of mind by the following words: “I feel broken, especially when I don’t get my rights”. Others referred to their reluctance to go to work and to their feeling of embarrassment all over the working day and their fear to become unable performing work efficiently. Some of the younger respondents said they became complexed from men and are not willing to get married any longer;
- On the other hand, some of them were capable of facing the perpetrator; this gave them a feeling of strength, increased their capability of counteracting any new assault, and pushed them to encourage their colleagues doing the same.

Means to be informed about the occurrence of sexual harassment

- The majority of women workers are informed of such events at the workplace through the natural exchange of information between them; in other instances, they are direct witnesses of such crimes, especially when it comes to verbal harassment. Some respondents declared that once they hear about such fact, they are kin to convey it to other colleagues, not only as a gossip, but mainly to raise their awareness and warn them from men who

- practice sexual harassment;
- Working women consider that these talks with peers are one of the means to resist sexual harassment; while they are afraid to file complaints, they consider that mutual exchange of information helps them to avoid men who practice harassment at the workplace and creates a climate of solidarity among them through sharing similar experiences;
 - In other cases, women become acquainted with the events by the information circulating at the workplace against the harasser, and sometimes through the process verbal filed against him;
 - Respondents indicated that there is not specific mechanism for complaints, nor guarantee of protecting anonymity; on the contrary, complaints and inquiries turn into a scandal for the woman among colleagues; in some instances, people discover after a woman left her work that this decision was due to her exposure to sexual assaults.

General reaction to the crimes of sexual harassment

- Reactions vary widely from support to the victim to blaming her or looking at her as the responsible party, through total neglect of the issue. Support of the victim could take various forms; they include showing sympathy especially on behalf of female colleagues who are the most exposed to similar situations; some respondents declared that there were cases where male colleagues expressed their support when the relationship with the victim is amicable. Support from female colleagues ranges from moral support to concrete steps; some respondents referred to encouraging the victim filing a complaint with readiness of other colleagues to back her with their testimony. A worker in a private factory said that male colleagues encouraged women to file complaints because the director was a cooperative woman who takes action in such cases; others referred to a different reaction where male and female colleagues give advice to the perpetrator to avoid escalating the issue in order to preserve the victim's "reputation" at the workplace;
- The reaction of male colleagues varies according to the nature of the workplace, the type of supervisors or directors, and the previous experiences in dealing with the employers in similar cases. The degree of support to the victim is also pending on the type of

relationships among colleagues and the extent to which they claim for their other rights; as an illustration, a worker in a factory said that there are very strong ties between women workers who are linked by relations of friendship; therefore, they present collective complaints to the director when a case of sexual harassment occurs with one of them; she also mentioned that workers in the factory are quite active in claiming with their rights in general;

- In case of inability to file a complaint, women workers resort to punish themselves the aggressor in an act of solidarity with the victim; for example, in one of the public hospitals, nurses presented a complaint against a doctor; when the administration didn't take any action, the nurses bound the doctor in a chair with bandages as a form of revenge and punishment;
- The field research shows also that sometimes women justify the act of sexual harassment that they consider a woman's responsibility. One of the respondents says: "the nurse was very beautiful and her beauty attracted the attention of the man" adding "this is why colleagues could understand the reason of his behavior"; in other instances, facts are totally ignored, as indicated by some respondents in the sample who justify this by a sentence such as "because we are respectable persons, nothing of this sort will happen to us".

Means of protection from sexual harassment at the workplace from women workers' point of view

- Answers ranged from revealing the infamous acts of the aggressor and confronting him in order to avoid its replication by others, to insulting or even attacking him physically. However, according to some respondents, the protection relies in avoiding a provocative external look and dealing with men in a respectable manner. One of the women called for the importance of women to abide with the general norms of respectability, avoid using tight clothes or putting make-up as she considered this as the only way to be safe from sexual assaults; other women disagreed with this opinion and considered that the dress style was not the reason behind sexual harassment but rather men's behavior and code of conduct;
- Regarding the idea of resorting to legal procedures and the extent to which it might grant protection to women, answers

indicate that most women are aware of the existence of legal provisions criminalizing sexual harassment; however, they did not hold information about the details of punishments or about the content of the legal texts related to this phenomenon. A few number of respondents was totally unaware of the law, and the research identified a general trend among these women who were convinced of the non-feasibility of laws or the mechanisms of their implementation; some of the respondents even indicated that police stations have no aptitude to fulfil this role;

- Regarding the national strategy to combat violence against women¹, the majority of respondents had no idea about it, and most of them expressed their desire to obtain details about the strategy;
- The field research indicates in addition that respondents working in the several ministries never filed complaints in the units of “Equal Opportunities” belonging to their place of work because they ignored its existence. The few of them that declared they knew about it, said that they were not operational. One of the teachers thinks that workers in these units need training and habilitation to have the units working more efficiently because – despite of the good intentions of women in these units – they lack the necessary skills. A contradictory opinion expressed by a teacher in the public sector and responsible of one of these units, considered that the inactivation of the “Equal Opportunity” units is due to the abstention of female teachers from filing complaints against sexual harassment as they still consider the issue as a taboo subject;
- There was a great variety of answers regarding the solidarity of trade unions towards women workers, especially those exposed to sexual harassment at the workplace; an important number of respondents said they do not resort to trade unions mainly because they are not members; others who are part of trade union’s membership said they did not trust the attitude trade unions would take towards them; their reaction was related to previous negative experiences. One of the respondent nurses declared that in many cases there are pressures against women members to withdraw complaints against the perpetrators of

1 The National Strategy to Combat Violence Against Women (2015 - 2020) that was developed in coordination with the National Council for Women, other ministries and non-governmental organizations.

sexual harassment. Another member of a trade union declared that these bodies are much more concerned with other issues considered as most pressing, especially the economic rights of workers in terms of salaries, termination or renewal of contracts;

- Finally, the media watch exercise shows that the trade union of air waitresses has supported one of the air waitress who was exposed to sexual harassment during a flight and provided her with legal aid through the legal advisor of the trade union who filed a complaint about the case.

Recommendations formulated by the respondents in the sample

- Acting together in order to change the prevailing masculine and macho culture that socially considers women as inferior human beings;
- Raising women's awareness about the diverse forms of interventions and protection through the organization of training and awareness raising sessions organized by Civil Society Organizations and by the National Council for Women;
- Proposing real and concrete guarantees in case of resorting to legal mechanisms including practicing the principle of accountability toward sexual harassment's perpetrators in general, especially with sexual aggressors at the workplace;
- Establishing a joint committee that includes trade unions, Civil Society Organizations, and the National Council for Women in order to activate the National Strategy to Combat Violence Against Women; specific policies should be developed within workplaces including the activation of the mechanisms related to complaints as well as the role of "Equal Opportunities" units in the governmental and private sectors;
- Regarding the activation of international mechanisms locally, it was considered imperative to join the ILO Convention about gender-based violence in the workplaces: in this respect, it is worth mentioning the several debates that took place during the 316th cycle of ILO board of directors that took place in November 2012 as well as the 317th cycle held in March 2013 which mentioned – according to the report of the International Federation of Trade Unions – that between 40 and 50% of women are exposed to unwanted sexual allusions, physical touching or other forms of violations and sexual harassment at the workplace.

Annex I: Experiences from other countries

Britain

The British legislation criminalizes sexual harassment at work through the Law of 1975 regarding gender-based discrimination and the Protection from Harassment Act of 1997 regarding sexual harassment. A special court (called the Employment Tribunal) examines the cases related to work issues, such as litigations between employees and patrons and other problems in order to speed up the procedures. Employers are required by law to protect their employees from sexual harassment

Employment solicitors deal with the rights of both employees and employers including discrimination and harassment among others; no fees are required in the cases of sexual harassment and these services are available to all citizens. Specialist employment solicitors usually deal with compensation claims using the “no win no fee” scheme. They offer free advice without further obligation to establish whether or not there is a viable case.

According to the Law, cases of sexual harassment should be reported within three months of the incident. The Court might decide to forbid publication of news concerning the issue as a means of protection for the victim.

In many cases, the Court awards the victims an important financial amount as reparation for the psychological harm that affected them.

Case study

Noeleen McAleenon was awarded 12,293 Sterling Pounds for sexual harassment at work. She took a case against Autism Initiatives NL in west Belfast over harassment from a male co-worker during a period of 20 days. She said she was subjected to inappropriate contact and unwelcome comments of a sexual nature. She expressed the feeling of being extremely degraded and very stressed within the workplace, with inability to focus on her job or to perform it to the best.

McAleenon raised the issue with her employers but resigned over concerns that they had not dealt with it properly.

The tribunal found there had been a fundamental breach of contract which was sufficiently serious to justify her in tendering her resignation. The tribunal added that this case illustrates the danger of an employer not being proactive in circumstances where members of staff are known to engage in physical contact, the invasion of someone's place or to engage in banter which could be construed as sexual harassment.

Australia

The Sex Discrimination Act of 1984 makes sexual harassment unlawful in some circumstances.

Making a complaint

If somebody feels to have been sexually harassed s/he can make a complaint to the Australian Human Rights Commission. This complaint must be made in writing or by email. There is no cost in making a complaint. Once the complaint is sent, the Australian Human Rights Commission contacts the employment firm as well as the employee in an attempt to settle the dispute. Not being a tribunal, the Commission is only entitled to play the role of mediator between the employee and the employer or the defendant.

In case of failure, the assaulted employee can file a suit against the firm or the defendant before the Federal Tribunal.

The Federal Law in Australia protects employees from any abuse perpetrated by the employer such as transferring the employee to a lower position as punishment for her/his complaint.

Case study

The “Know Where the Line Is” campaign was launched in May 2014 by the Australian Human Rights Commission, the Australian Council of Trade Unions and the Australian Chamber of Commerce. The purpose of this campaign is to raise awareness about sexual harassment at the workplace. It was launched after the Australian Human Rights Commission “Working Without Fear Survey” (2012) found that approximately one in five people had experienced at the workplace sexual harassment in the past five years with more women (33%) reported being harassed than men (9%).

In this context, a cashier working in a retail shop made a complaint about having been sexually harassed by her boss who tried to touch her and kiss her. After this incident, she quit from work.

The Commission solved the conflict through the payment of an indemnity to the victim and commitment of the shop’s administration to develop an internal policy to counteract sexual harassment.

The United States

The Law dealing with sexual harassment at the workplace is Title VII of the Civil Rights Act of 1964. Title VII is a federal law that prohibits discrimination in employment on the basis of sex, race, color, national origin, and religion, and it applies to employers with 15 or more employees, including federal, state and local governments.

Procedures

The Equal Opportunities Commission, a governmental body, is responsible of receiving the complaints of employees regarding discrimination at the workplace.

After a complaint is filed, the Commission notifies the employer and begins an investigation into the complaint. The Commission may take a number of different paths. First, it may attempt to settle the issue or to refer the two sides of the litigation (employee and employer) to a mediator. Second, if there impossibility to reach a settlement, the Commission may file a lawsuit in federal court. Finally, it may also choose to simply dismiss the charge.

When a charge is dismissed, or the Commission is unable to reach an agreement to settle the complaint, it will issue a notice advising or informing the claimer of her/his right to sue in court. This notice is called the “right-to-sue” letter.

Case study

Kathy Sokol, former chairperson of the Department of Hospitality at St Louis Community College, sued the institution for sexual harassment, sex discrimination and retaliation. Sokol was hired in 1992 at the same department where she constructed and dedicated a model new building and helped the department attain an outstanding reputation.

In March 1999, she became aware of sexually inappropriate language and comments by a male faculty member of the department. He described the new building in sexually suggestive terms and called a female student a “bitch” during class.

Sokol then made a formal complaint to the college and in November of the same year she filed a formal grievance with the college that returned the unprocessed grievance to Sokol the same day stating that an investigation was being conducted and she would be kept advised of the status.

The college failed to conduct an investigation for several months in the absence of any indication that it took the matter seriously. The college failure to respond to her complaint, combined with the stress created by the faculty member’s conduct created a hostile environment leading to emotional distress including sleeplessness and anxiety. Because of the harassment, she went on sick leave until February 2000. Upon her return to work, she found three full-time male faculty members in her department united against her and an administration that would not support her.

In 2001, Sokol filed a lawsuit in federal district court and in 2002 she was awarded by the court a total of \$55,000 in damages.

References

- <http://www.employment-law-solicitor.co.uk/harrass.html>
- http://www.stopvaw.org/Employer_Liability_Standards.html <http://www.bbc.com/news/uk-northern-ireland-22208528>
- <http://www.humanrights.gov.au/our-work/sex-discrimination/publications/recognising-and-responding-sexual-harassment-workplace>
- <http://www.humanrights.gov.au/our-work/sex-discrimination/publications/know-your-rights-sex-discrimination-and-sexual-harassment>
- <http://www.aauw.org/what-we-do/legal-resources/know-your-rights-at-work/workplace-sexual-harassment/>
- <http://www.aauw.org/resource/sokol-v-st-louis-community-college/>