

**The Alaska Human Rights Law
(AS 18.80.220)
and
And Federal Law
Prohibit
SEXUAL HARASSMENT**

- **UNWELCOME SEXUAL ADVANCES;**
- **REQUESTS FOR SEXUAL FAVORS; or**
- **VERBAL/PHYSICAL/VISUAL CONDUCT OF A SEXUAL NATURE**

CONSTITUTES SEXUAL HARASSMENT WHEN:

- (1) submission to the conduct is made an explicit or implicit term or condition of employment;
- (2) submission to or rejection of the conduct is used as the basis for an employment decision; or,
- (3) the conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating or hostile work environment.

**RETALIATION FOR COMPLAINTS ABOUT SEXUAL HARASSMENT IS
UNLAWFUL.**

** IF YOU BELIEVE YOU HAVE BEEN SEXUALLY HARASSED YOU MAY CONTACT THE COMMISSION STAFF.

** COMPLAINTS MUST BE FILED WITH THE ALASKA HUMAN RIGHTS COMMISSION WITHING ONE HUNDRED EIGHTY (180) DAYS OF THE ALLEGED DISCRIMINATORY ACT.

COMPLAINTS MUST BE FILED WITH THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION WITHIN 300 DAYS OF THE ALLEGED DISCRIMINATORY ACT.

Alaska State Commission for Human Rights

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Equal Employment Opportunity Commission

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