
COMPUTATIONAL MARINE ETHOLOGY RESEARCH INSTITUTE: SEXUAL HARASSMENT TRAINING

Sexual Harassment

Training: Sexual harassment and any form of harassment that contributes to a non-



professional working environment is not tolerated at COMERI. From the EEOC fact sheet:

Sexual harassment is a form of sex discrimination that violates [Title VII of the Civil Rights Act of 1964](#). Title VII applies to employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organizations, as well as to the federal government.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when 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.

States such as California have additional requirements as per California law SB 1343 and AB 1825. Should you have any concern, please report any form of harassment to your supervisor or any non-conflicted officer of COMERI. Retaliation against an employee who submits an incident is not acceptable.

- Please review the fact page provided by EEOC page under: <https://www.eeoc.gov/laws/guidance/fact-sheet-sexual-harassment-discrimination> and <https://www.eeoc.gov/small-business-fact-sheet-harassment-workplace>
- CA employees must assert that the following training has been completed: <https://calcivilrights.ca.gov/shpt/>

The employee acknowledges this training and has reviewed the links above.

Employee Name

Date Completed