



## **CALIFORNIA FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN**

The mission of CFBPW shall be to promote and support equity for working women in all phases of their lives and to promote personal empowerment and professional development.

### **FOCUS ISSUE FOR 2020-2022: ELIMINATION OF SEXUAL HARASSMENT AND SEXUAL ABUSE AGAINST WORKING WOMEN**

*... CFBPW supports the elimination of sexual harassment and sexual assault against working women within the work environment.*

*... CFBPW supports the elimination of all violence perpetrated against women, including sexual violence, and supports the protection of victim's rights.*  
from the CA Federation's PUBLIC POLICY STATEMENT for 2020-2022

### **WHAT IS SEXUAL HARASSMENT IN THE WORKPLACE?**

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.

... Equal Employment Opportunity Commission (EEOC)

Sexual assault is any type of sexual contact or behavior that occurs without the explicit consent of the recipient.

... U.S. Department of Justice from Office of Violence Against Women

CFBPW: [www.bpwcal.org](http://www.bpwcal.org)

NFBPWC: [www.nfbpwc.org](http://www.nfbpwc.org)

EQUAL RIGHTS ADVOCATES: [www.equalrights.org/legal-help/know-your-rights/sexual-harassment-](http://www.equalrights.org/legal-help/know-your-rights/sexual-harassment-)