

(Canadian Master Labour Guide, 1986, p 224). Sexual harassment also violates the Canadian Federal and Provincial Canadian Human Rights Acts, however, the courts have adopted a very broad interpretation as to what behaviors comprise sexual harassment.

U.S. law also regards sexual harassment as being illegal and a violation of Title VII of the Civil Rights Act of 1964. Title VII prohibits private employers from discriminating against particular protected classes such as sex. The law does not set forth specific definitions of sexual harassment. The governing agency of Title VII, the Equal Employment Opportunity Commission, has been given the power to issue specific written guidelines which are given due consideration by the court system. The EEOC has authored written guidelines on sexual harassment which give specific definitions concerning sexual harassment and some examples of these behaviors (Popovich, 1988).

The EEOC Sex Discrimination Guidelines defines sexual harassment as being "unwelcome sexual advances, requests for sexual favors, and other verbal conduct of a sexual nature" (EEOC Guidelines, 1980). Sexually harassing behaviors fall into two general categories 1) quid pro quo - where the victim must submit to sexual advances of her harasser in order to keep or obtain some employment benefit (such as pay or a promotion). 2) Hostile environment - where the sexual behavior is severe and pervasive enough to create an intimidating environment that adversely affects the victim's work environment as first defined in the Meritor v. Vinson case. Both types of harassment are violations of Title VII on the basis of gender. There is a possibility that