

Yes, even on email or SMS. That's the law.

Employers must manage the risks of
tech-based sexual harassment

Displaying
pornography on
a device or screen

Sexually explicit
voicemails

Emails about a
person's appearance
or sexual desirability

Unwanted, offensive
or sexually explicit
messages

Sexually suggestive
jokes in chat groups

Inappropriate sexual
gestures during
online meetings

Using emojis
with sexual
connotations

Repeated,
unwanted texts
to go on a date



Learn about tech-based sexual harassment,
including employer obligations and how to report it

