



DELAWARE DEPARTMENT OF LABOR DIVISION OF INDUSTRIAL AFFAIRS OFFICE OF ANTI-DISCRIMINATION

Email: DOL_Antidiscrimination@Delaware.gov

Website: industrialaffairs.delaware.gov/anti-discrimination

Fox Valley Offices

4425 North Market Street 3rd
Floor Wilmington, DE 19802
(302) 761-8200

Blue Hen Corporate Center

655 S Bay Road, Ste. 2H
Dover, DE 19901
(302) 422-1134

Georgetown American Job Center

8 Georgetown Plaza, Suite 2
Georgetown, DE 19947
(302) 856-5230

University Office Plaza

252 Chapman Road, 2nd
Floor Newark, DE 19702
(302) 761-8200

DELAWARE SEXUAL HARASSMENT NOTICE

THE DELAWARE DISCRIMINATION IN EMPLOYMENT ACT

The Delaware Discrimination in Employment Act protects employees, applicants, apprentices, staffing agency workers, independent contractors, and interns from discrimination and harassment in the workplace.

Sexual harassment is a form of sex discrimination and is unlawful under Delaware law.

SEXUAL HARASSMENT AND THE LAW

Sexual harassment occurs when an employee is subjected to unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to the conduct is made a condition of employment
- Employment decisions are based on acceptance or rejection of the conduct
- The conduct interferes with work performance or creates an intimidating, hostile, or offensive work environment

EXAMPLES OF SEXUAL HARASSMENT

- Unwelcome or inappropriate touching
- Threatening or taking adverse action after someone refuses sexual advances
- Sexual comments about a person's body, appearance, or clothing
- Conditioning promotions or opportunities on sexual favors
- Displaying sexually explicit images, cartoons, or messages in the workplace
- Sexist remarks or derogatory comments based on gender

RETALIATION IS PROHIBITED UNDER THE LAW

It is illegal for an employer to retaliate against someone for:

- Reporting sexual harassment or discrimination
- Opposing unlawful employment practices
- Participating in an investigation or complaint process

Retaliation can include termination, demotion, increased workload, transfer to a less desirable job, or other adverse actions.

REPORT SEXUAL HARASSMENT

If you have witnessed or experienced sexual harassment, notify your employer as soon as possible.

You may also report harassment to the Delaware Department of Labor – Office of Anti-Discrimination.

Options to file a complaint:

- Call 302-761-8200
- Email: DOL_Antidiscrimination@delaware.gov
- Online: Scan the QR Code below to visit the How to File a Complaint page

The Office of Anti-Discrimination is a neutral third party that may facilitate mediation, conciliation, or investigation.

A charge must generally be filed within 300 days of the alleged unlawful employment practice.



Scan QR code for more information.

It is unlawful to retaliate against an employee because (s)he has made a complaint or given information to the dept of labor about possible labor law violations. Employers are required by law to display this official poster in a place accessible to employees and where they regularly pass. Violations of delaware labor laws could result in fines of up to \$20,000 per violation.

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