

What is a

hostile environment

at work?

When determining whether an individual's behavior qualifies as harassment, it may be necessary to prove that the offending action created a hostile working environment, which can be identified by these four criteria:

1

It has to be severe or pervasive

How outrageous, or how frequent, is the behavior?

2

It has to create a working environment in which it becomes more difficult for the person to do his/her job

In this case, the victim has to prove both that the harassing behavior affected his/her ability to do a job and also that it would have the same effect on any other reasonable person

3

It must be unwelcomed by the plaintiff

The plaintiff has let it be known that s/he does not want it to continue

4

All of these things must have happened because of the plaintiff's sex