

Differences Between Flirting & Sexual Harassment

Flirting and hurting are two different things. There are several ways to tell the difference between the two. Familiarizing yourself with how the behavior is perceived, how it makes others feel, and the results of the behavior, will help you figure out the difference between the two.

Flirting

Flirting Behaviors are

- Wanted
- Respect motivated
- Legal
- Consensual
- Reciprocal

Flirting is Perceived as

- Flattering and complimentary
- Mutual
- Open
- Fun

Flirting makes receiver feel:

- Attractive
- Flattered
- Good
- Happy
- In control
- Confident

Flirting Results in

- Positive self-image
- High self-esteem

Hurting

Hurting Behaviors are

- Unwanted
- Power motivated
- Illegal
- Non-consensual
- One-Sided

Hurting is Perceived as

- Demeaning and Degrading
- One-Sided
- Invading
- Scary & Uncomfortable

Hurting can make you feel

- Ugly
- Demeaned
- Bad
- Sad and angry
- Powerless
- Helpless
- Disrespected

Hurting results in

- Negative self-image
- Low self-esteem

Types of Sexual Harassment

Physical	Verbal	Visual
<ul style="list-style-type: none"> • Touching • Grabbing • Rubbing • Patting • Pinching • Tickling • Groping • Kissing • Hugging • Blocking • Bra-snapping • Giving wedgies • "Pants-ing" • Pulling up skirt or shirt • Massaging someone without permission • Brushing up against someone 	<ul style="list-style-type: none"> • Comments about your body, whether it's meant to be a compliment or insult (ie, size of breasts, buttocks, penis, etc.) • Name-calling • Asking personal / sexual questions • Sexual remarks • Sexual suggestions/innuendos • Sexual questions • Degrading or sexual jokes • Spreading rumors • Direct or indirect threats • Persistent invitations (asking for phone number, etc.) • Sexual bribery, blackmail, pressure, or coercion • Sexual sounds (moans, etc.) • Cat calls • Honking at (from a car) • Whistling • Growling 	<ul style="list-style-type: none"> • Undesired pornography • Obscene gestures • Offensive displays of sex related objects • Facial expressions (licking lips, throwing kisses, winking) • Staring in a way that seems too personal • Leering • Looking someone up and down (elevator eyes) • Masturbating or simulating sex in public • Pictures of sexual situations • Derogatory posters / pictures • Offensive words written in public (to you, about you, or general comments) • Flashing/mooning or exposing parts of body to others