

Gender Discrimination

Sex discrimination involves treating someone (an applicant or employee) unfavorably because of that person's gender. It is also unlawful to harass a person because of that person's sex, even if the harassment is not of a sexual nature. For example, it is illegal for a manager to make frequent comments about women being less able or "too emotional" to handle leadership positions. Sexual harassment is a form of sex discrimination that also violates Title VII. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct affects the terms and conditions of an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment. The victim, as well as the harasser, may be a woman or a man. The victim does not have to be of the opposite sex; however, the harassment does have to be because of the victim's sex to be illegal under Title VII of the Civil Rights Act of 1964. The harasser can be the victim's supervisor, a supervisor in another area, or a co-worker, but in the case of co-workers, the victim has to complain to management for the agency to be liable for that co-worker's uncorrected conduct. Once a victim brings allegations of sexual harassment to management's attention, management is obligated to conduct a prompt investigation and take appropriate remedial action. If you are being discriminated against or harassed because of your sex, the attorneys at Tully Rinckey PLLC can assist you in filing a claim or provide representation during the agency investigation into your complaint. Tully Rinckey, PLLC can represent clients at every stage of the federal government's EEO

process, from initial EEO

counselor contact all the way through appeals in federal court. Call 202-787-1900 today for a consultation on your issue.