

## Maryland Sexual Harassment Lawyers

If you have been sexually harassed in your workplace, you need to discuss the details of the situation with an experienced sexual harassment lawyer. With more than a half-century of labor and employment experience, JGL is well-poised to evaluate, and if necessary, manage your harassment claim.

JGL's [employment law attorneys](#) deliver formidable advocacy on behalf of individuals faced with workplace sexual harassment. We also understand, from all points of view, the complexities of sexual harassment claims and litigation – which can often include intricate legal challenges that are emotionally infused. We lead you through your optimal course of action, including gathering evidence, designing legal strategy, and filing complaints with the relevant authorities and courts.

### What is Workplace Sexual Harassment?

Sexual harassment in the workplace includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. Additionally, a sexually hostile work environment is prohibited and can include sexually suggestive comments, gestures, advances, pictures, emails, texts, touch or humor that unreasonably interferes with work performance.

### Maryland Workplace Sexual Harassment Laws

Sexual harassment in Maryland is a violation of both Title VII of the Civil Rights Act of 1964, as amended, and also Maryland's Title 20.

### Examples of Workplace Sexual Harassment

The most common forms of sexual harassment include unsolicited verbal or written propositions, obscene or suggestive remarks, gestures or jokes of a sexual nature, or comments about gender-specific traits.

### Filing a Suit Regarding Unwelcome Sexual Harassment in the Workplace

After you report your alleged sexual harassment to your immediate supervisor or your human resources department, the employer is required to explain to the employee your right to file a formal complaint with the Maryland Commission on Civil Rights, or the United States Equal Opportunity Commission. These charges must be filed within 180 days of the sexual harassment incident. If a settlement cannot be reached within 180 days, the victim now has a right to file a lawsuit against the employer in the applicable circuit court.

### Relevant Evidence

Any evidence is helpful in a sexual harassment complaint. Evidence can include a written or recorded trail of evidence of sexual advances, sexual images, or improper sexual comments. Emails, texts, and voicemails can all be used to support your claim. The claim can be further corroborated through correspondence you may have had with co-workers and friends regarding your concerns. Related stress may be medically documented. You will need to discuss your potential claim with an experienced sexual harassment attorney, like those at JGL.

### The Role of the Equal Employment Opportunity Commission (EEOC)

The Equal Opportunity Commission investigates complaints of job discrimination based upon color, race, religion, sex (including

pregnancy, gender identity, and sexual orientation), national origin, disability, age (40 or older), or genetic information.

## **Employee Recourse Following a Sexual Harassment Claim**

Once you file an EEOC claim, they will investigate your case, and they might try to help the parties reach a voluntary settlement. Although the EEOC may sue on your behalf, more frequently they send you a “right-to-sue” notice. Such notice gives you permission to file a private lawsuit in court.

## **Why Work with a Sexual Harassment Lawyer**

Working with an experienced sexual harassment attorney to file your initial claim will help lay appropriate groundwork for any lawsuit that may become necessary. With decades of experience in sexual harassment matters, the employment lawyers at JGL are poised to effectively move your claim forward.

## **Know Your Rights as a Victim of Sexual Harassment – Consult an Experienced Maryland Sexual Harassment Lawyer**

What matters to you, matters to us. For more than half a century, JGL attorneys have fought to improve the future of families, the arc of careers, the success of businesses, and your most basic human rights. The attorneys of JGL take your business, family, and personal issues as personally as you. Should you wish to discuss your workplace sexual harassment matter, please [contact](#) a JGL sexual harassment lawyer.