

21 V.S.A. § 495d. Definitions, shall be amended to read as follows:

(13) "Sexual harassment" is a form of sex discrimination and means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

(A) ~~such conduct would be offensive to a reasonable person in the position of the individual; submission to that conduct is made either explicitly or implicitly a term or condition of employment;~~

(B) submission to or rejection of such conduct by an individual is used as a component of the basis for employment decisions affecting that individual; or

(C) the conduct has the ~~purpose or effect of substantially interfering with an individual's work performance or~~ creating an intimidating, hostile, or offensive work environment.