



Preventing Sexual Harassment In the Workplace

By
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Contents

Chapter 1

Introduction to Sexual Harassment
In the work place

Chapter 2

Types of sexual harassment

Chapter 3

Sexual harassment history and statistics

Chapter 4

About the perpetrator and
describing a typical situation

Contents

Chapter 5

Examples of sexual harassment

Chapter 6

Impact and consequences
of sexual harassment

Chapter 7

What to do if you are
sexual harassed

Chapter 8

Conclusion

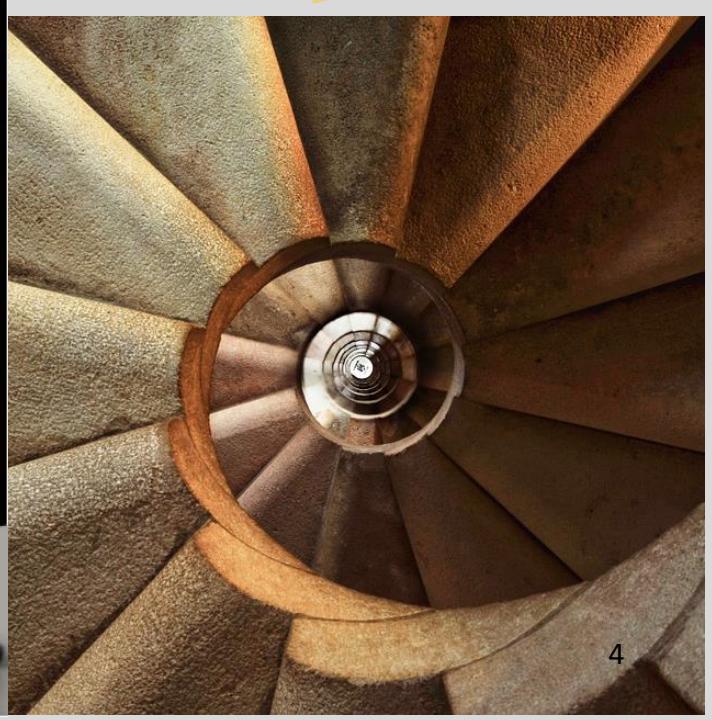
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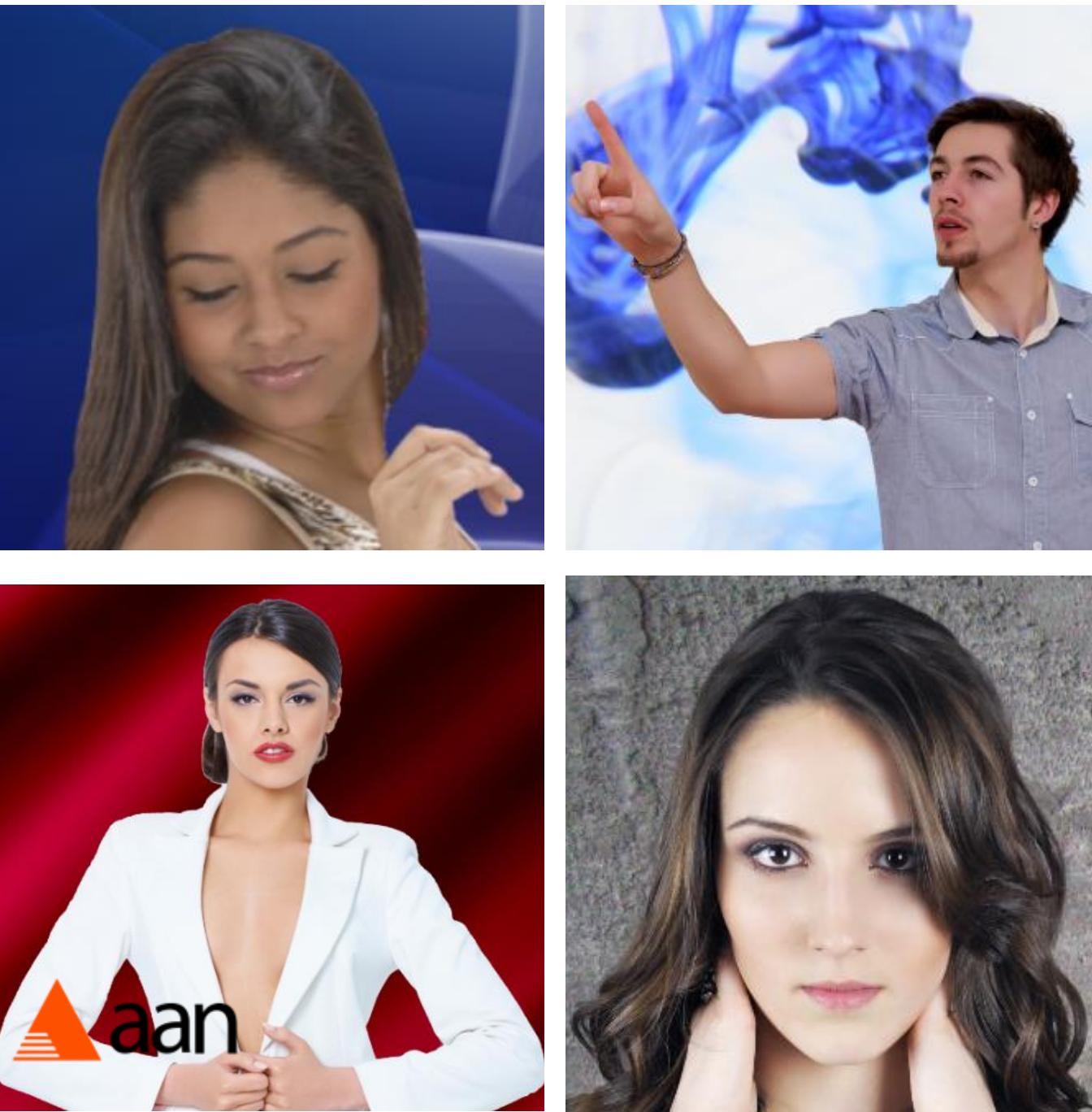




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**Introduction
to sexual
harassment
in the
workplace**

A graphic element consisting of three nested yellow diamonds. The text is centered within the innermost diamond. The 'aan' logo is located at the bottom left corner of the graphic area.



Introduction To Sexual Harassment

Harassment (typically of a woman, but can happen to any gender) in a workplace, or other professional or social situation, involving the making of unwanted sexual advances or obscene remarks.

What makes it sexual harassment!

The actions against the victim are unwelcoming, pervasive, and creates a hostile work environment. The conduct can be in the form of verbal, visual, or physical in nature.



What is NOT sexual harassment!

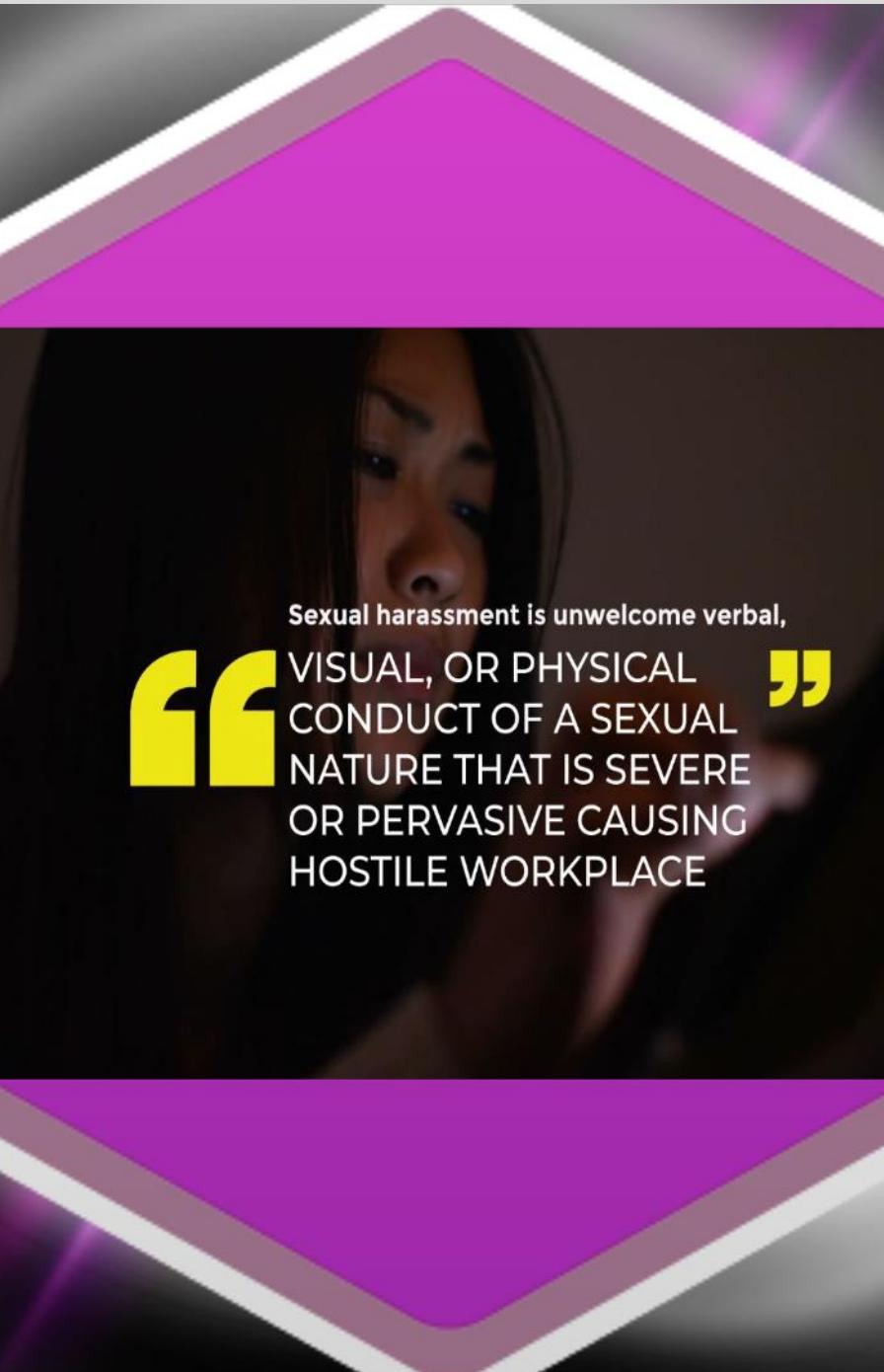
It is NOT sexual harassment if the conduct is welcome. That is why it is SUPER important for you to communicate with the harasser, either verbally or in written form that the action makes you uncomfortable and you want it to stop. If they don't stop and it continues on, this is grounds of sexual harassment.



Types of Sexual Harassment



“ Sexual harassment is unwelcome verbal,
VISUAL, OR PHYSICAL
CONDUCT OF A SEXUAL
NATURE THAT IS SEVERE
OR PERVERSIVE CAUSING
HOSTILE WORKPLACE ”



Chapter 2



Types of Sexual Harassment

Verbal or Written

Sex-based jokes, unwelcome comments about clothing, body or requesting sexual favors. Repeatedly asking a person out, spreading personal or sexual rumors, sending emails or sexual text messages.

Physical

Assault, blocking movement, Inappropriate touching of a person or their clothing, kissing, hugging, patting, stroking.

Non-verbal

Derogatory gestures or facial expressions of a sexual nature, looking up and down a person's body, repeatedly following a person

Visual

This can be in any visual form like: drawings, pictures, videos, text, posters, etc.



Type of Sexual Harassment - Quid Pro Quo “This for That”

A person in a position of authority, typically a supervisor, demands sexual favors as a condition to getting or keeping a job benefit.



Types of Sexual Harassment in the Workplace

Inappropriate Media

Sharing sexually inappropriate images, writing, letters, notes, emails objects, or videos. Playing sexually suggestive music

Repeated Requests

Repeated requests for dates that are turned down or unwanted flirting.

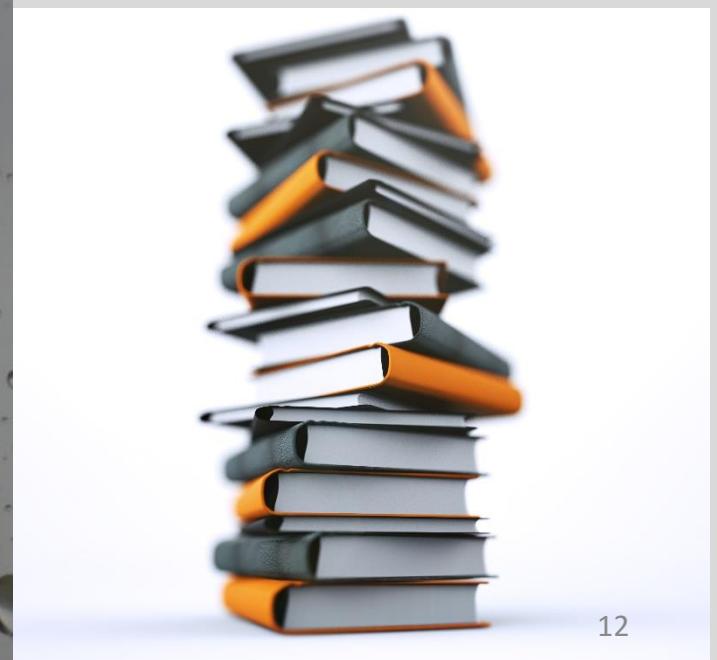
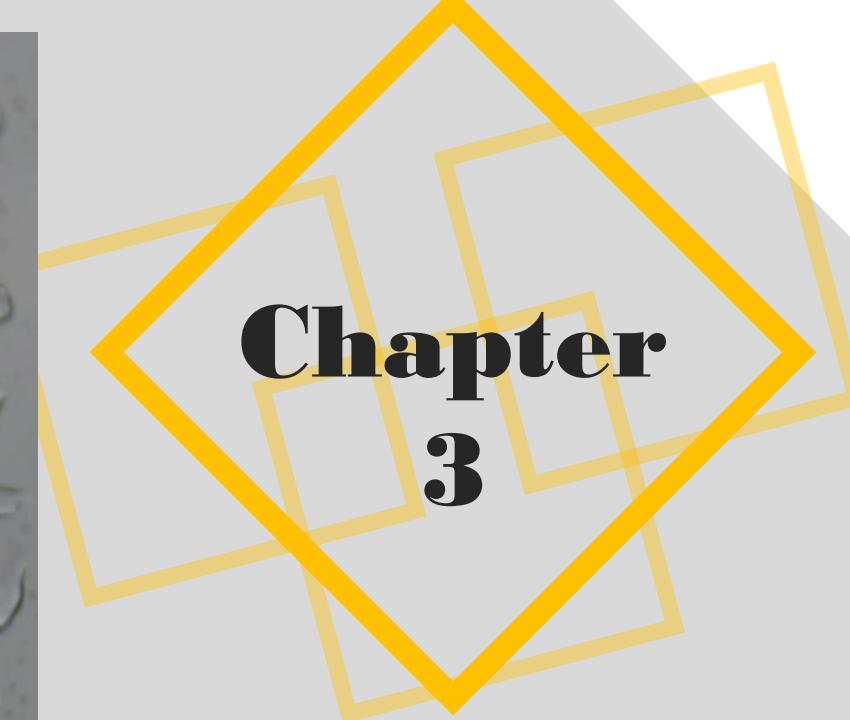
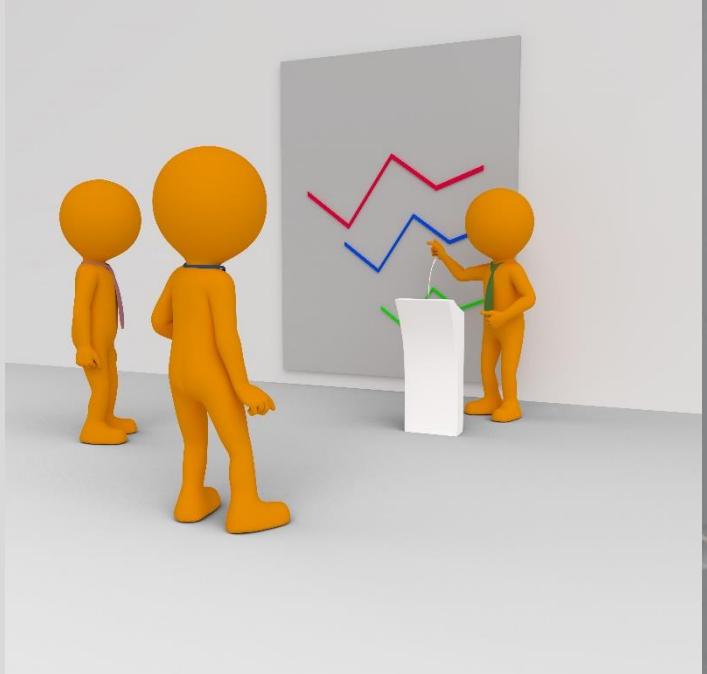
Inappropriate Gestures

Making inappropriate sexual gestures.

Touching

Inappropriate touching and any other bodily contact such as scratching or patting a co-worker's back , grabbing an employee around the waist or interfering their movements.





Sexual Harassment History

START

Sexual harassment first became codified in U.S. law as the result of a series of sexual harassment Cases in the 1970's and 1980's.

The first known use of the term sexual harassment was in a 1973 report about discrimination called “Saturn’s Rings” by Mary Rowe, PhD.

1973

1979

Legal activist Catherine Mackinnon is Sometimes credited with creating the Laws surrounding sexual harassment In the US with her 1970 book named Sexual Harassment of Working Women.

Sexual Harassment Today

In 1980, the Equal Employment Opportunity Commission (EEOC) produced a set of guidelines for defining and enforcing Title VII – prohibits discrimination in employment on the basis of race, color, religion, sex, or national origin.

The term was unknown outside academic and legal circles until 1990

International Trade Union Confederation (2015-2017). – STOP Gender-based violence at work

1980

1990

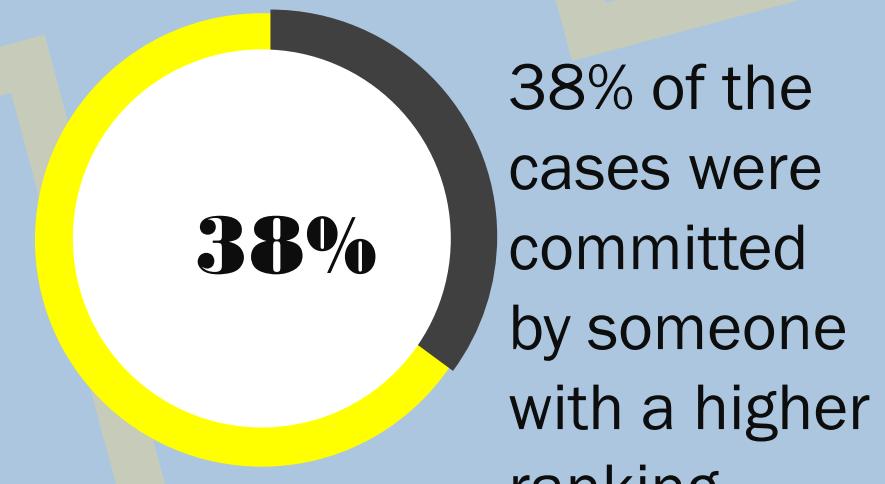
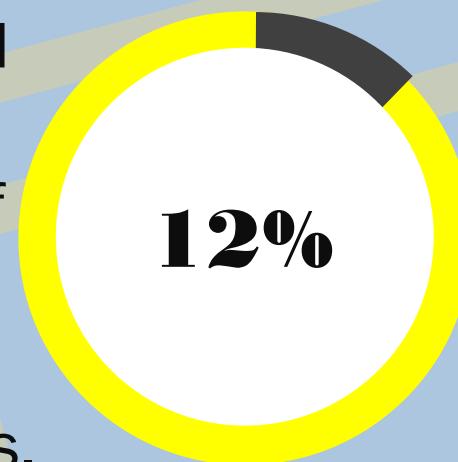
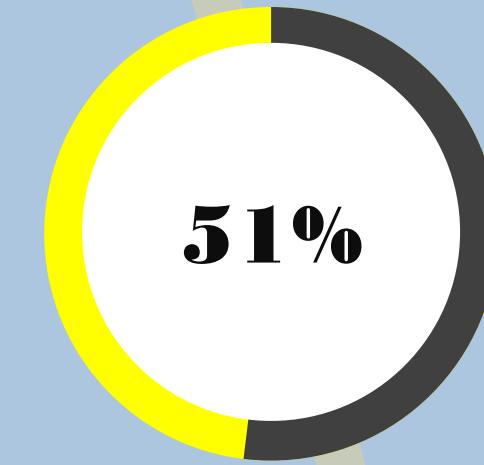
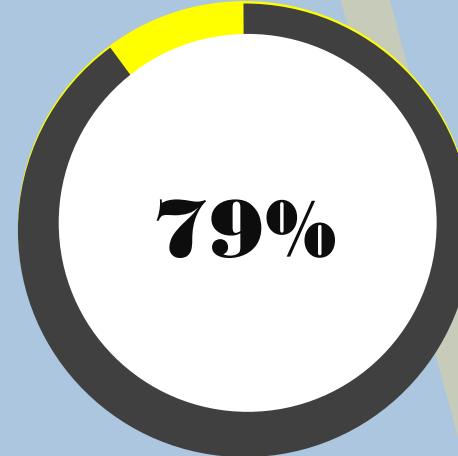
2017

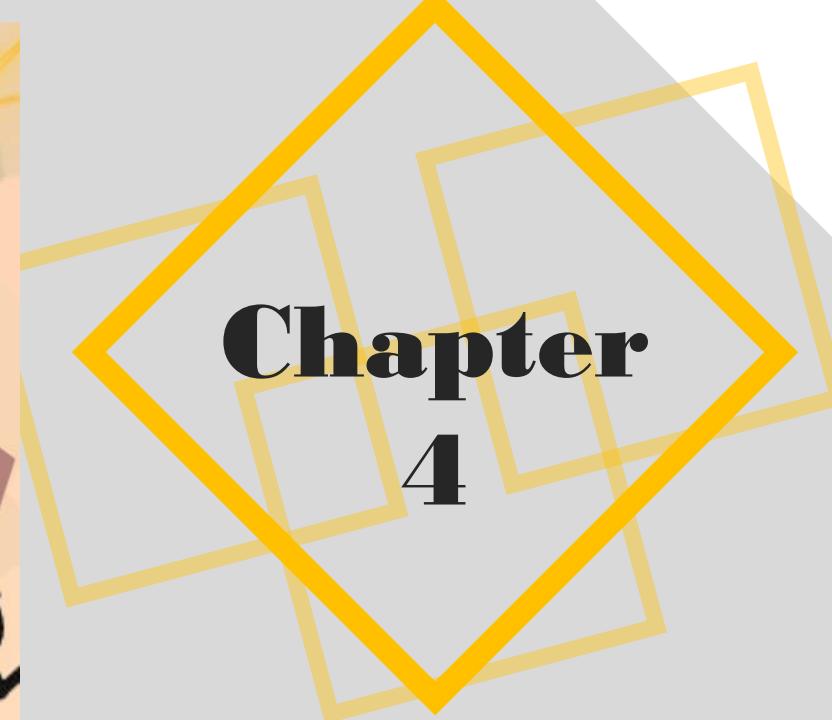
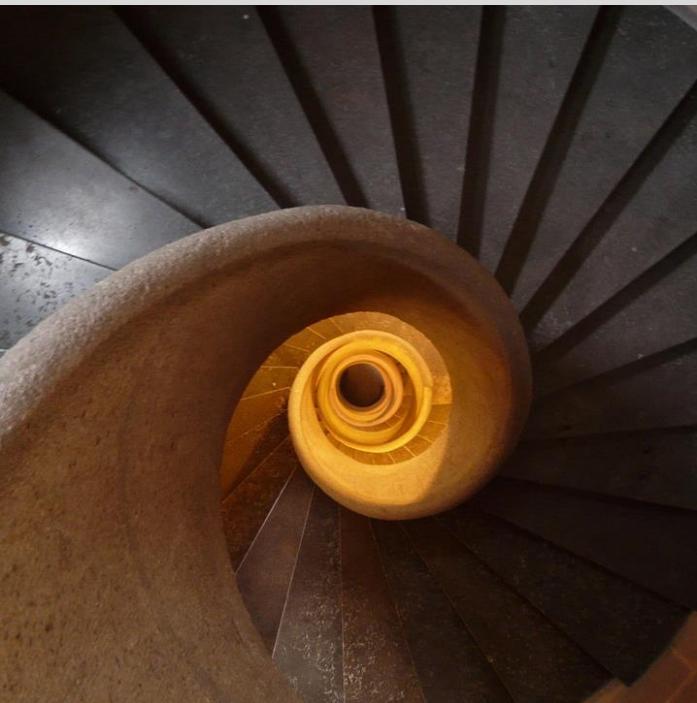
Now

Sexual Harassment Statistics

Business, trade, Banking, and finance are the biggest industries where sexual harassment occurs.

12% received threats of termination if they did not comply with their requests.





- About the perpetrator
- Where sexual harassment happens
- Typical Situation

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The Perpetrator

The perpetrator can be anyone, such as a client, a co-worker, a parent or legal guardian, relative, a teacher or professor, a student, a friend, or a stranger.

A black and white photograph of a woman with long dark hair sitting at a desk, looking down at a laptop screen. A large, thick yellow 'X' is overlaid across the entire image from the top left to the bottom right.

Where Does Sexual Harassment Occur?

Sexual harassment can occur anywhere: factories, school, college, acting, music, business, and regular workplaces.



Typical Situation

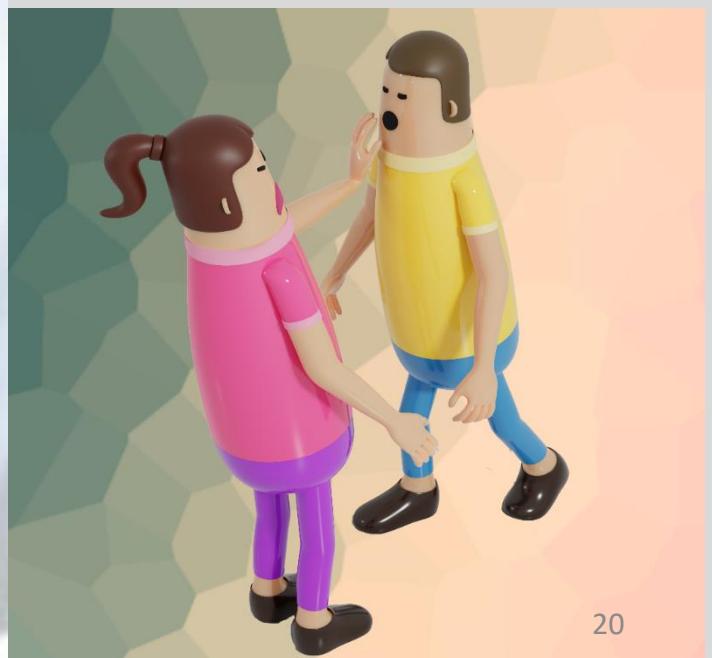
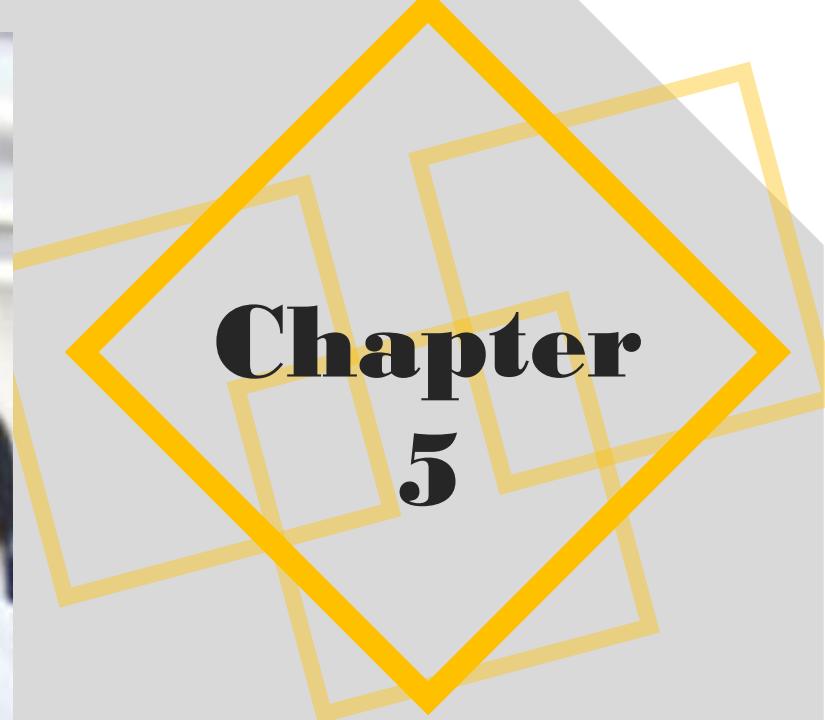


A large yellow 'X' is overlaid on the background image, which shows a person in a dark suit and tie holding a light-colored briefcase. The background also features a blurred view of a city skyline.

Often, the perpetrator is in a position of power or authority over the victim (due to differences in age, or social, political, educational, or employment relationships).



Examples of Sexual Harassment



Examples of Non-Sexual Harassment in the Workplace

Racist Language

Using racist slang, phrases, or nicknames

Inappropriate Media

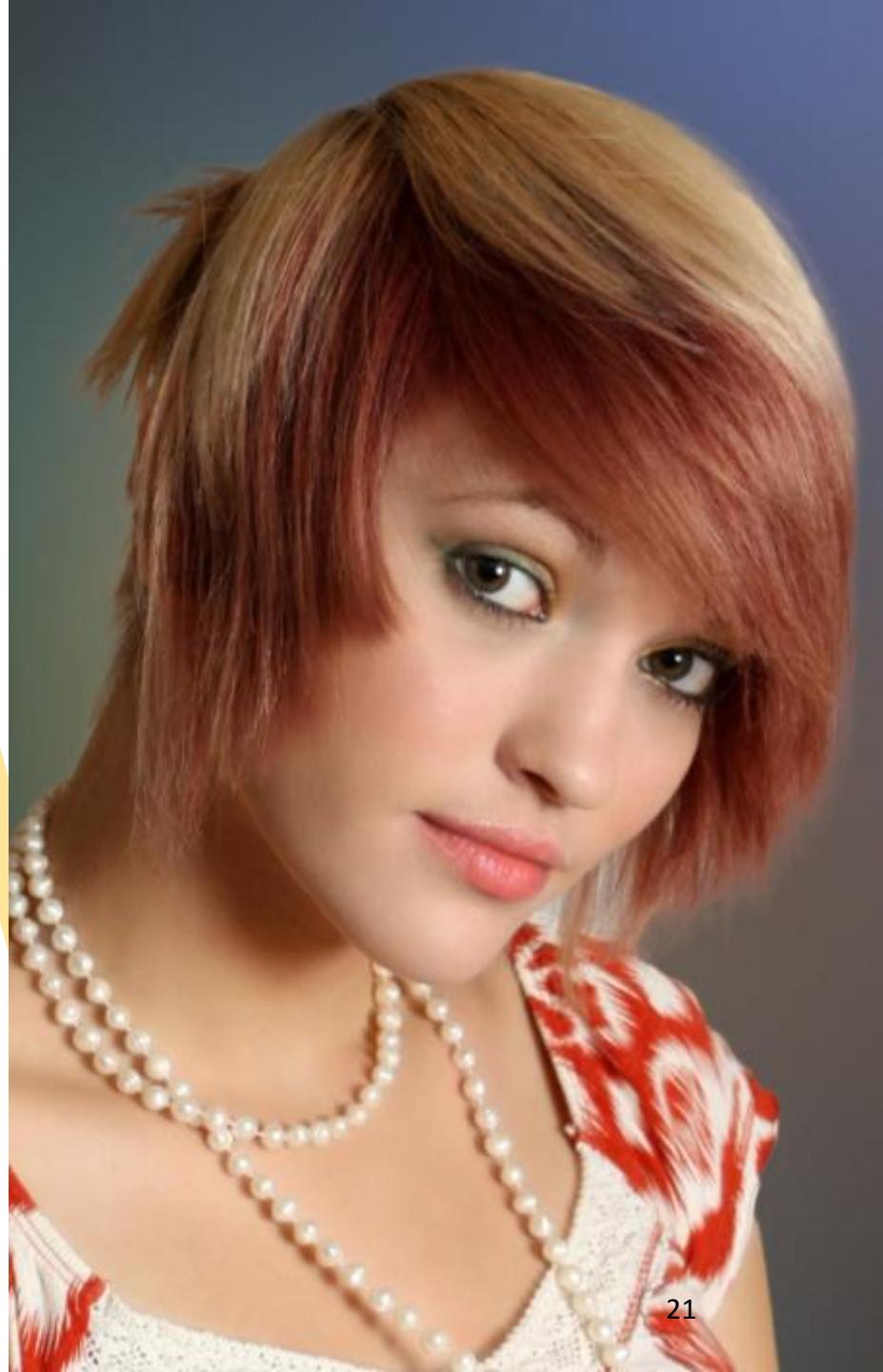
Sharing inappropriate images emails, letters, or notes

Negative Religious Beliefs

Making negative comments about an employee's personal religious beliefs

Offensive Clothing

Wearing clothing that could be offensive to a particular ethnic group





Note: GLBT = Gay, Lesbian,
Bi-sexual, Transgender

*Interferes with
an individual's
employment
or causes a hostile
work environment*

*Making
gender, sex
orientation
or GLBT
jokes and
opinions*

*Stating or
implying
in a joking way
about employee's
sexual orientation*

Sexual Orientation Harassment Examples


*Inquiring into
sexual
practices of
GLBT*


*Using derogatory
Slang about
GLBT*

An example of sexual harassment

You are harassed because you are female rather than male, or vice-versa.

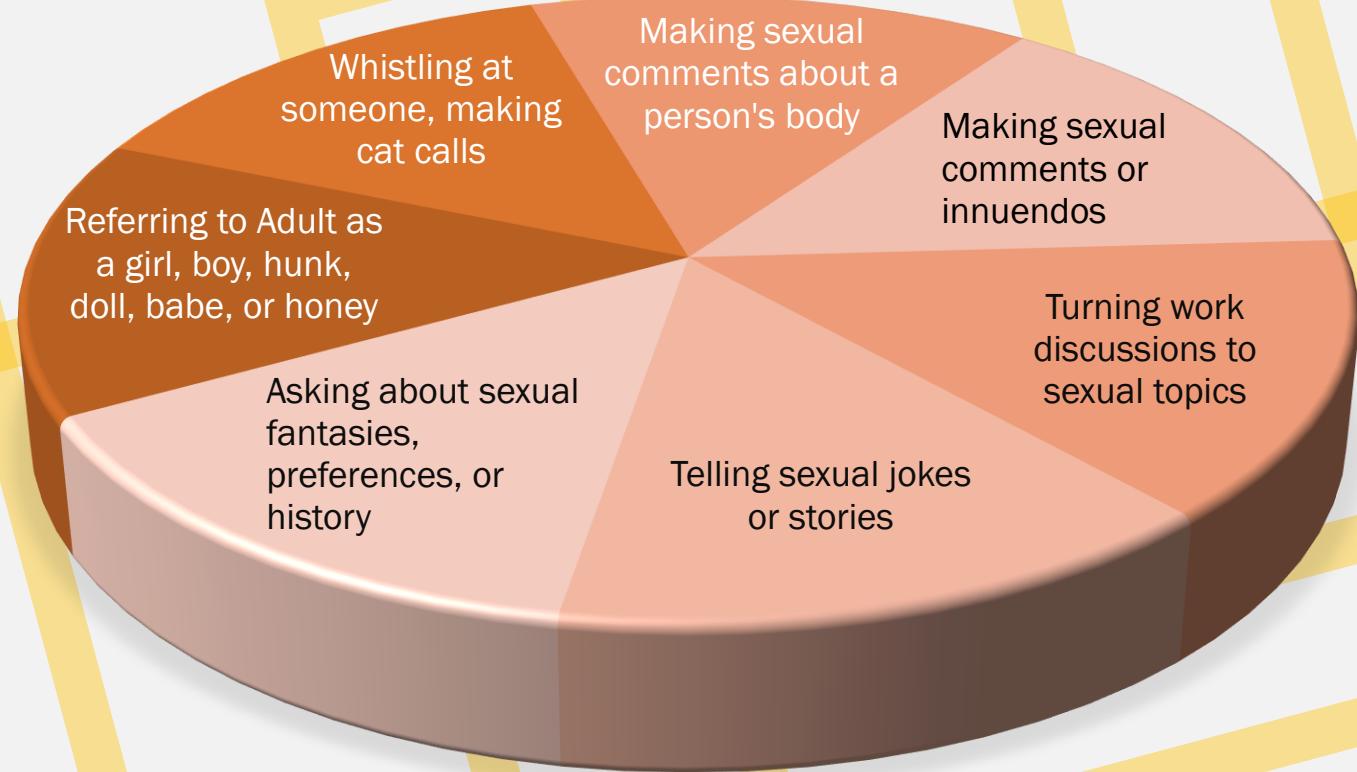
Example: a single woman carpenter on an all-male job and whose tools are frequently hidden by the male co-workers



Verbal Examples of Sexual Harassment



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More Verbal Examples of Sexual Harassment



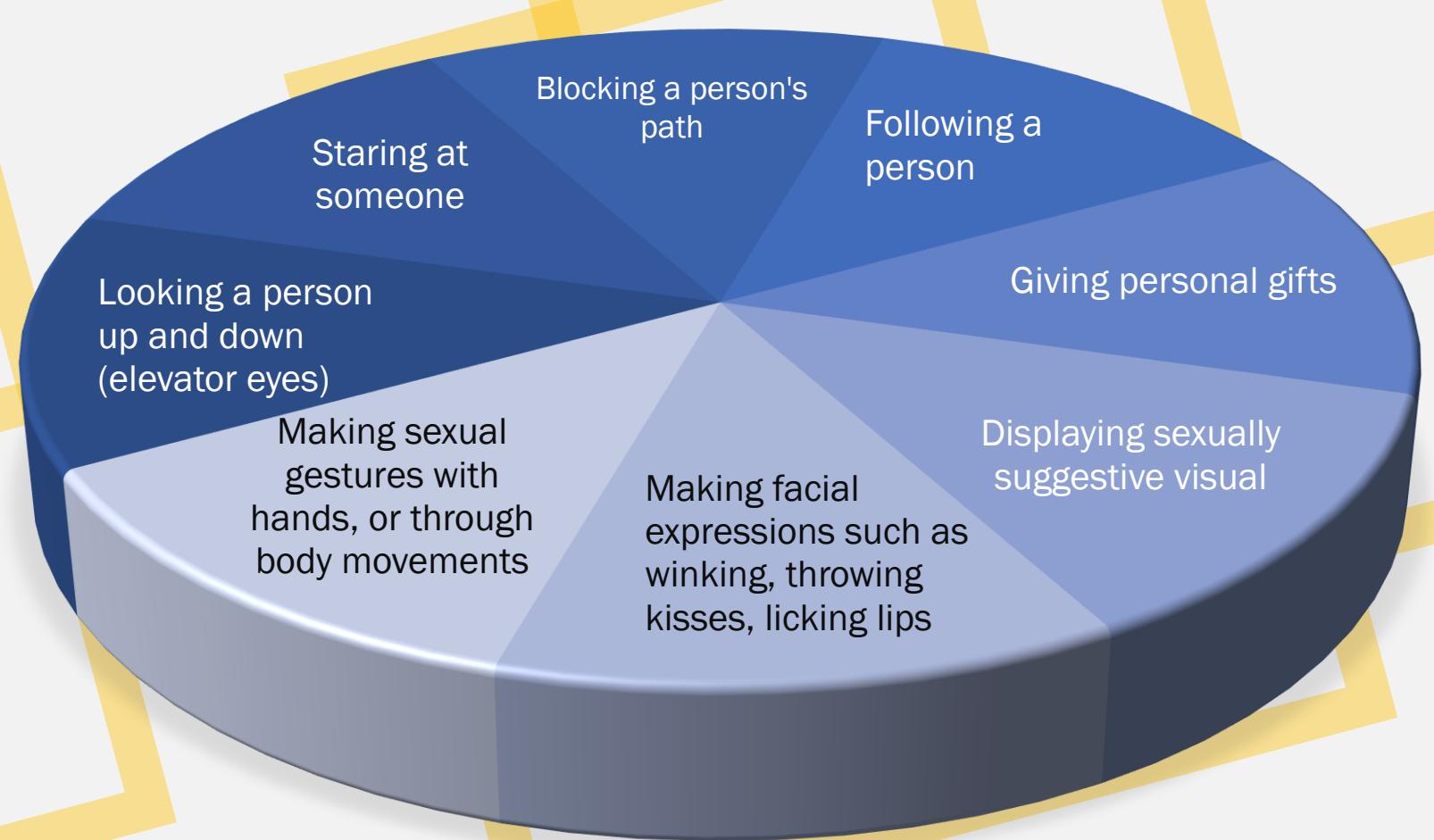
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Non-Verbal Examples of Sexual Harassment



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A photograph of a woman with long brown hair, wearing a blue dress, sitting on a bed. She is looking down at her hands, which are clasped together. A large yellow 'X' is overlaid on the image.

Physical examples of Sexual harassment

- Giving a massage around the neck or shoulders
- Touching the person's clothing, hair or body



Severe or Pervasive

A conduct of the harasser must be either severe or pervasive to be classified as sexual harassment.

The background features abstract geometric shapes, including several overlapping yellow diamond outlines of varying sizes, set against a light gray background.

Impact and consequences of sexual harassment

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Chapter 6



Is a single incident sexual harassment?

Although a single unwanted request for a date or one sexually suggestive comment might offend you and/or be inappropriate, it may not be sexual harassment. However a number of relatively minor separate incidents may add up to sexual harassment if the incidents affect your work environment.

Discussion of Intent vs Impact (1/2)

How do you know if your comments or actions are unwanted or unwelcome?



Power

Is there equal power between me & the other person?

Initiation Participation

Is there equal initiation & participation?

Behavior

Would I behave the same way if the person I'm in a relationship with were standing next to me?

Test yourself by asking these questions:



Discussion of Intent vs Impact (2/2)

How do you know if your comments or actions are unwanted or unwelcome?

Act this way?

Would I want someone else to act this way toward a person that I'm in a relationship with?

In media?

Would I want any of those behaviors to be the subject of a column in my agency's newsletters or to appear on the evening news?

Stereotypes?

Have I examined and acknowledged my sex-role stereotypes?

Test yourself by asking these questions:



When sexual harassment affects working conditions or creates a hostile work environment

Working Conditions

It may be sexual harassment if the conduct unreasonably interferes with your work performance or creates an intimidating, hostile or offensive work environment

Severity

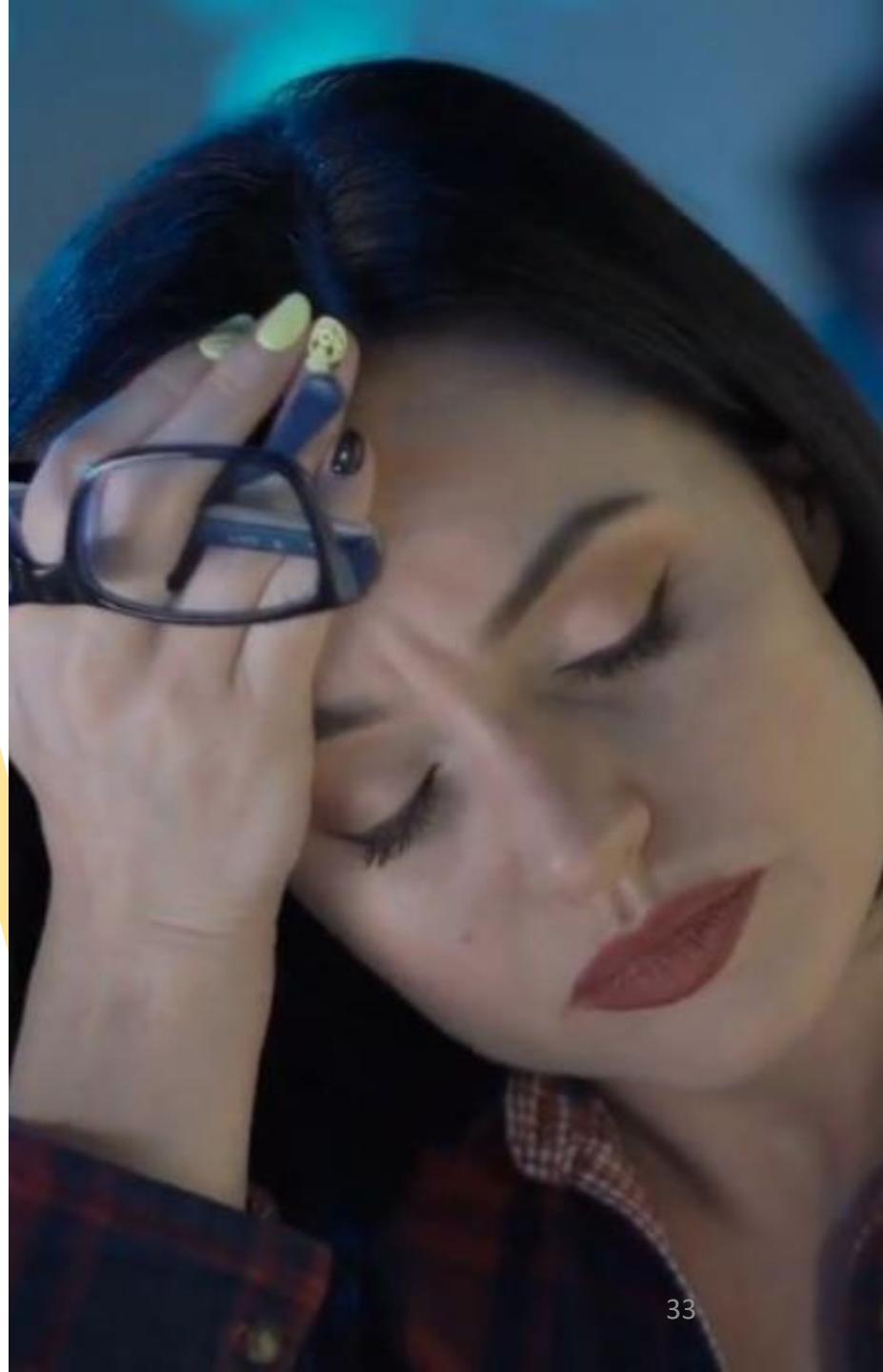
A single severe incident, such as sexual assault, could create hostile environment. More commonly, a hostile environment is created by a series of incidents.

Repetitive Offenses

It may be harassment if repeated sexual comments make you uncomfortable at work that your performance suffers or you decline professional opportunities because it will put you in contact with the harasser.

Hostile Environment

Verbal, physical, or visual forms of harassment that are sexual in nature causes hostile environment





Questions to ask yourself

Who Else?

How many others have been sexually harassed?



Number of Occurrences

How many times did the incidents occur?



Frequency

How long has the harassment been going on?



Witness

Who were witnesses to the harassment?



Steps to take if harassed

1

Remain Professional



2

Be direct with the harasser. Let him/her know that you do not like the behaviour and that the conduct is unwanted and unwelcome and you want it to stop immediately.



3

Go to the Program Director and explain the circumstances. Be sure to take with you documented dates, times, and specific occurrence if you have them. Also, report the incident to the Chief Operating Officer if the appropriate Program Director is unavailable.



What to do when you are harassed

4



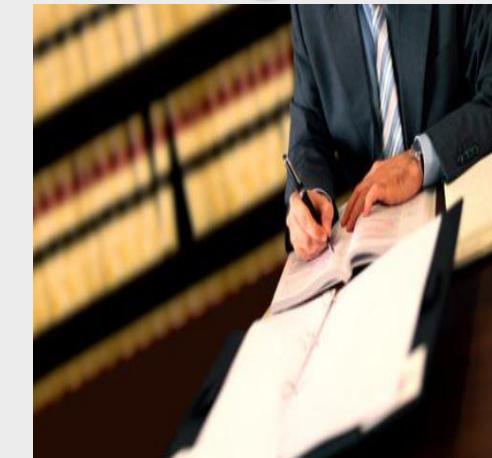
When reporting the harassment be prepared to share all the facts about the incident(s) and write the important details down.

5



Think about how the situation could be resolved including writing down, confronting harasser, reporting to management, HR, or even authorities and lawyer. The most important thing is that you do not let harassment go unchecked.

6



If you're fired after complaining of sexual harassment, you can sue the company.

What will the Program Director do when they receive a complaint?

1



2



3



Confidential Talking

We will talk with you and take notes about what you are sharing

Act Now!

Act immediately and appropriately upon receiving a claim of harassment, take immediate action! Talk to the victim as soon as possible. Remember that ignoring the situation will not make it go away.

Explain the Process

Review your company's sexual harassment policy with the parties involved. Inform them of the steps you will take in following up on the complaint.

What will the Program Director do when they receive a complaint?



Get the Facts!

Document what you are told! Also, make it clear that the information will be kept as confidential as possible and only discussed with people directly involved in investigation.



Listen!

Remain objective and listen to both sides before deciding the next course of action.



Conclusion

The Chief Operation Officer will make your determination. Inform both parties of your investigative findings, the determination, and any corrective/disciplinary steps.



Concluding thoughts on Sexual Harassment when you report and nothing happens!

Some HR dept.

Ineffectual!

Sadly this happens and the New York Times recently wrote an article about how ineffectual most HR departments really are.

Told to "Just get over it?"

If this happens to you,
Then it is lawyer time for you!
You don't necessarily have to sue
but get professional advice!

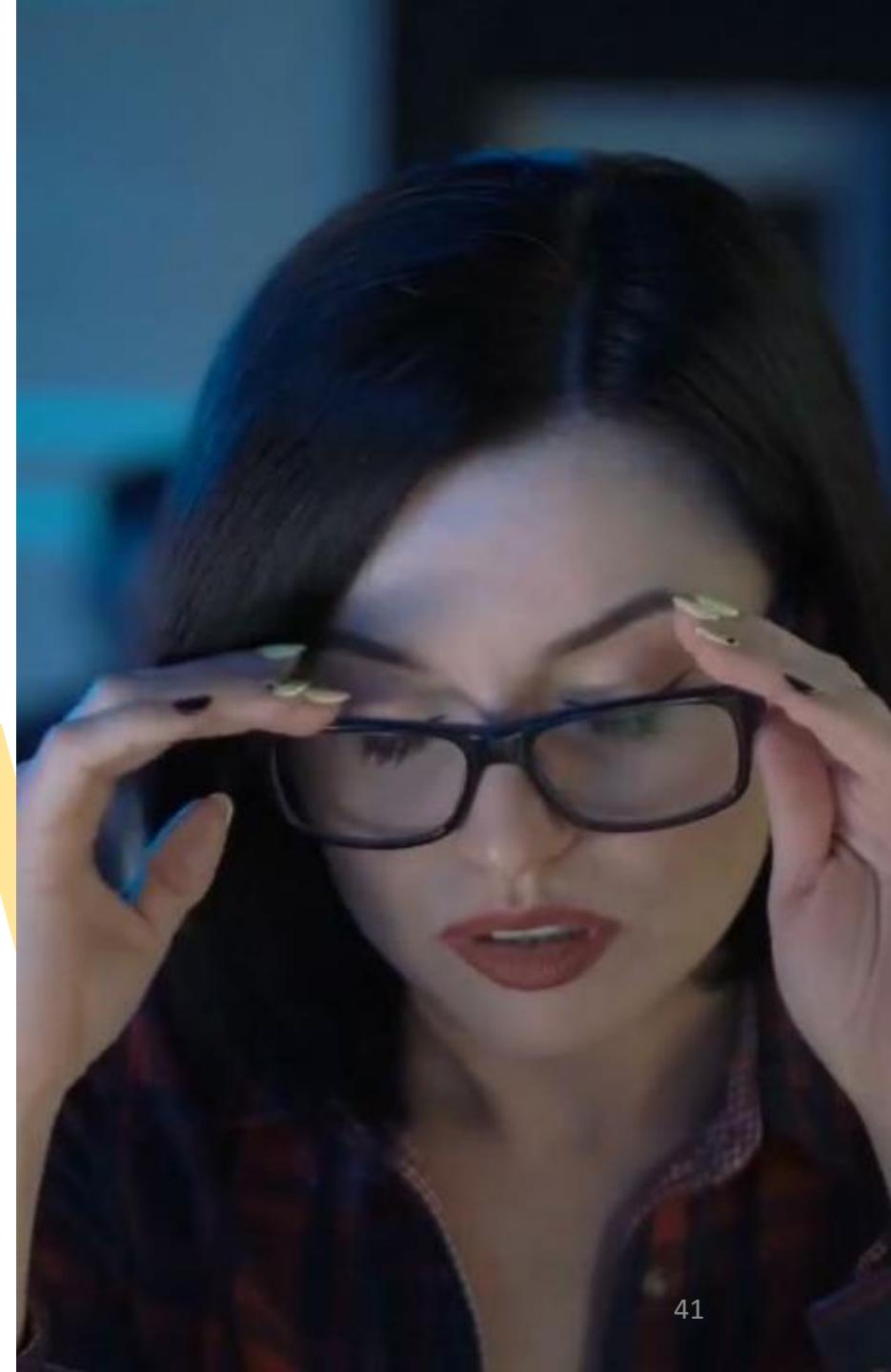
HR designed to do what is good for company not for the victim!

Complaints can go ignored, or worse, the victim is told to essentially “get over it”, but consult professional advice if this happens.

Get your message

Heard!

Consulting with lawyer lets your company know that you won't just get over it and that the harasser needs to be dealt with seriously.



Concluding thoughts on Sexual Harassment when you reported and got in trouble!

Why some don't speak up at all!

This is why so many victims don't speak up! Often companies find it easier to get rid of the complainer instead of the perpetrator.

Some deal in silence!

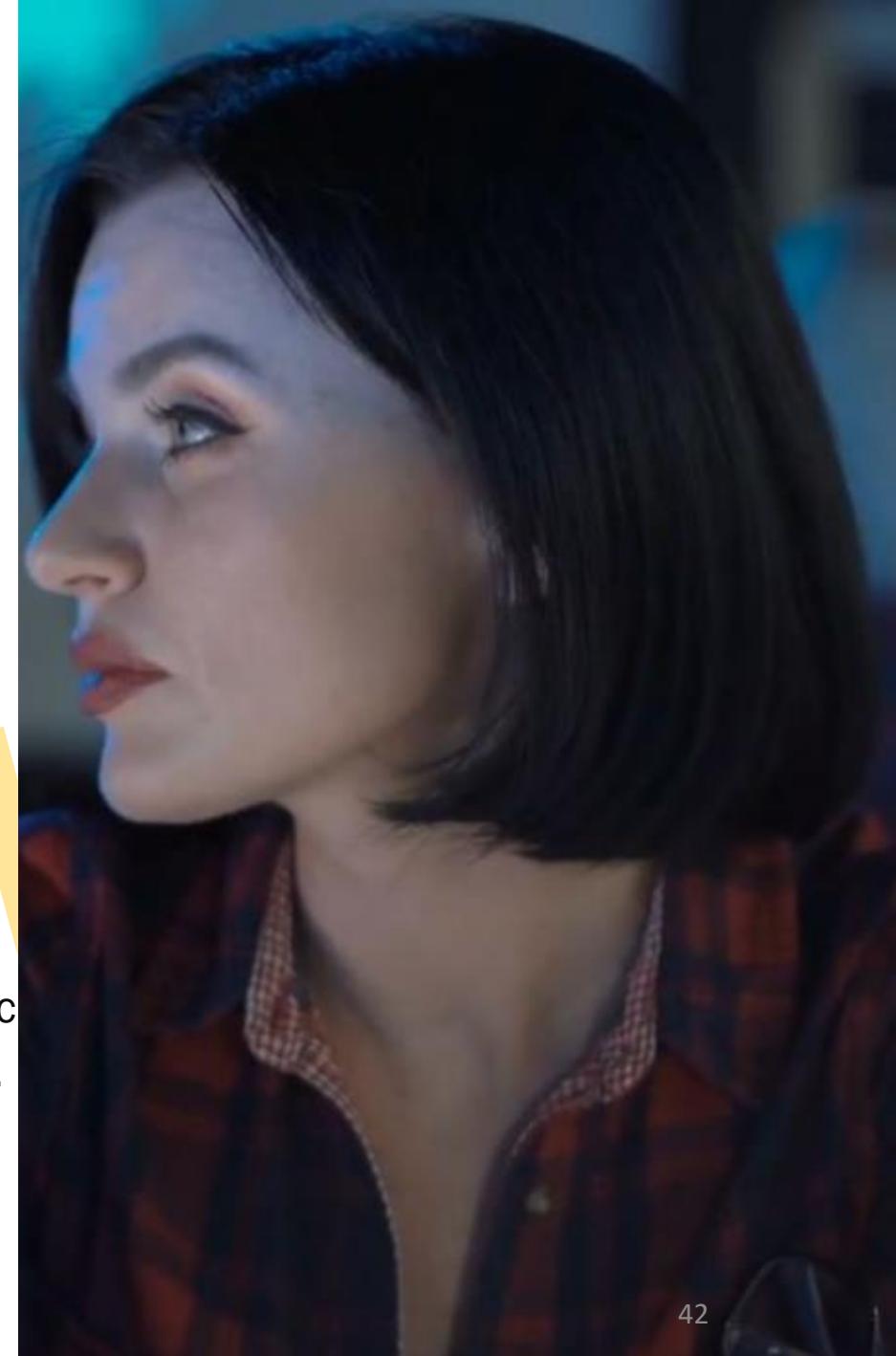
They feared speaking out would cost them their careers or threatened of their lives.

If you are fired after Complaining of Sexual harassment

You can sue the company if this happens & must provide records of your complaints and it's helpful if co-workers backup your story.

Downside of suing

You'll relive your harassment on a public stage, which can take an emotional toll. Plus this isn't free and there's always a chance you won't win. However, don't let this stop you from speaking up.



Concluding thoughts on if you don't have the resources to sue.

Is there anything you can do?

Don't move on

In silence

Not everybody wants to go to court. It's costly in both time and money, and for some victims reliving the ordeal is too painful, but don't move on in silence!

Attorney & advocate

Alexis Moore

She experienced sexual harassment at 16, reported it and her company fought retaliation. Later she became a lawyer to fight harassment.

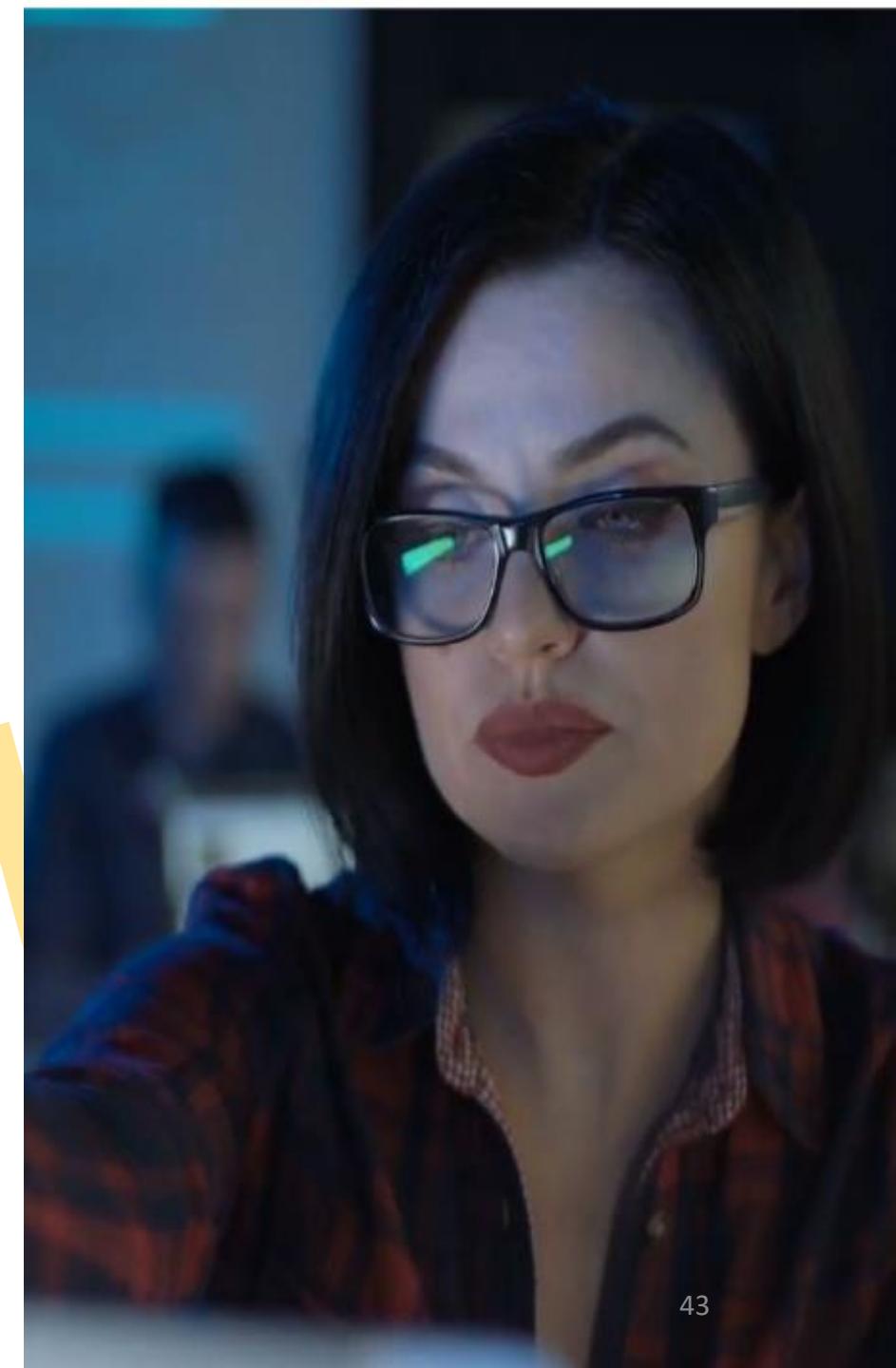
***Every survivor has
somewhere to turn!***

Attorney Alexis Moore specializes in advocacy for victims of harassment and stalking and wants every survivor to know that they have somewhere to turn.

Contact Advocate

For support

Reaching out for advice about harassment is a great place for support, help, direction and to know that you're been heard and believed.



Things are not hopeless! Bystander Training NEEDED!

Bystander Training Decreases harassment

Training co-workers to look for signs of harassment in others, called bystander training, led to increased reporting and decreased harassment.

Bystander training Empowers each other

It empowers everyone to look out for one another. And when more than one person tells someone they're being inappropriate, the aggressor is more likely to listen and stop.

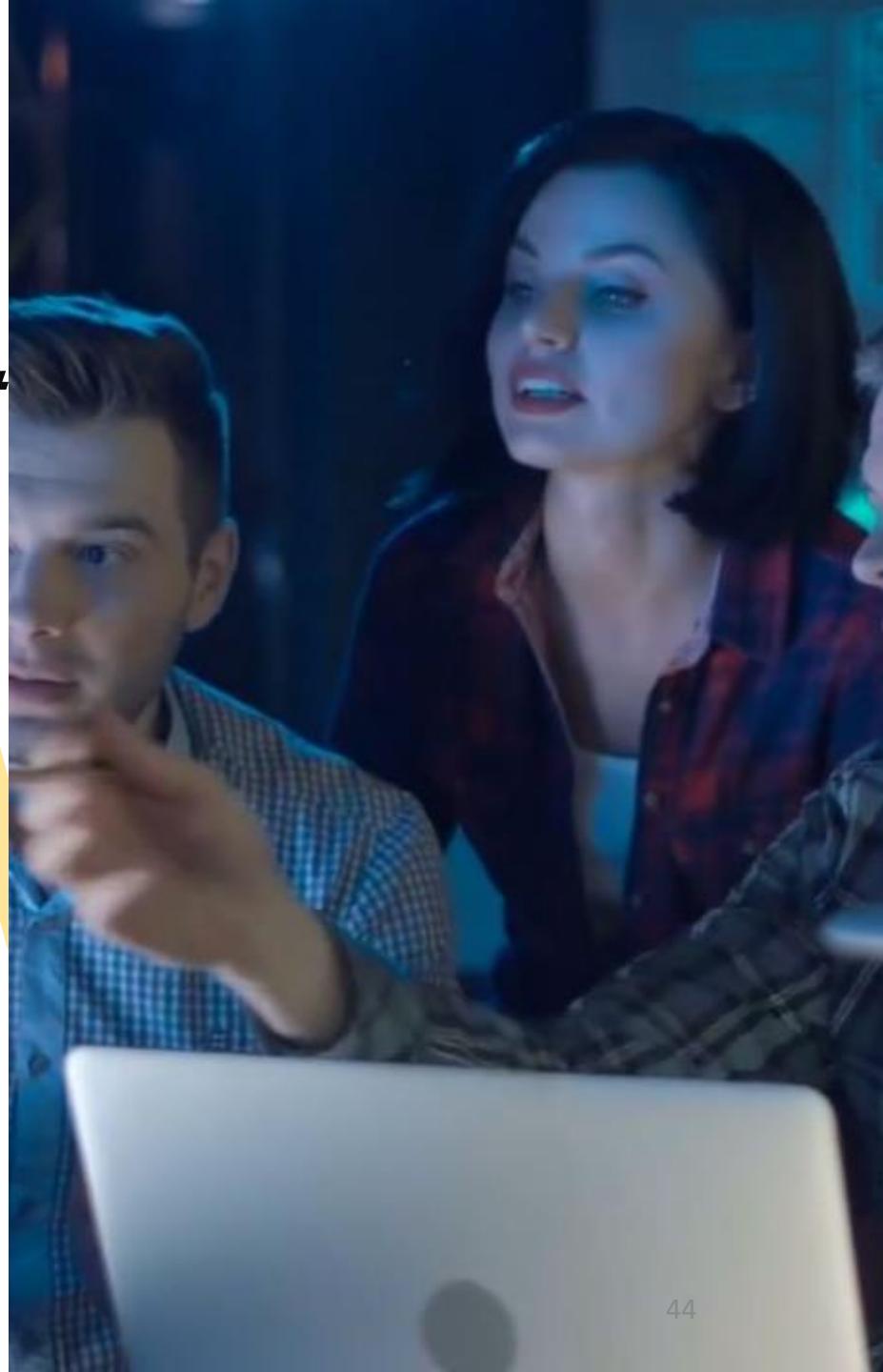
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The answer could be simple but take a while to implement

Expand the existing Work Comp system to make sexual harassment no different than any other workplace or industrial injury.

Harassment is pain caused by employment so should be treated like workman's comp

Harassment can make it impossible to do your job so it should be covered under workman's comp where victims would have a clear easy system to seek compensation and face less risk of retaliation.



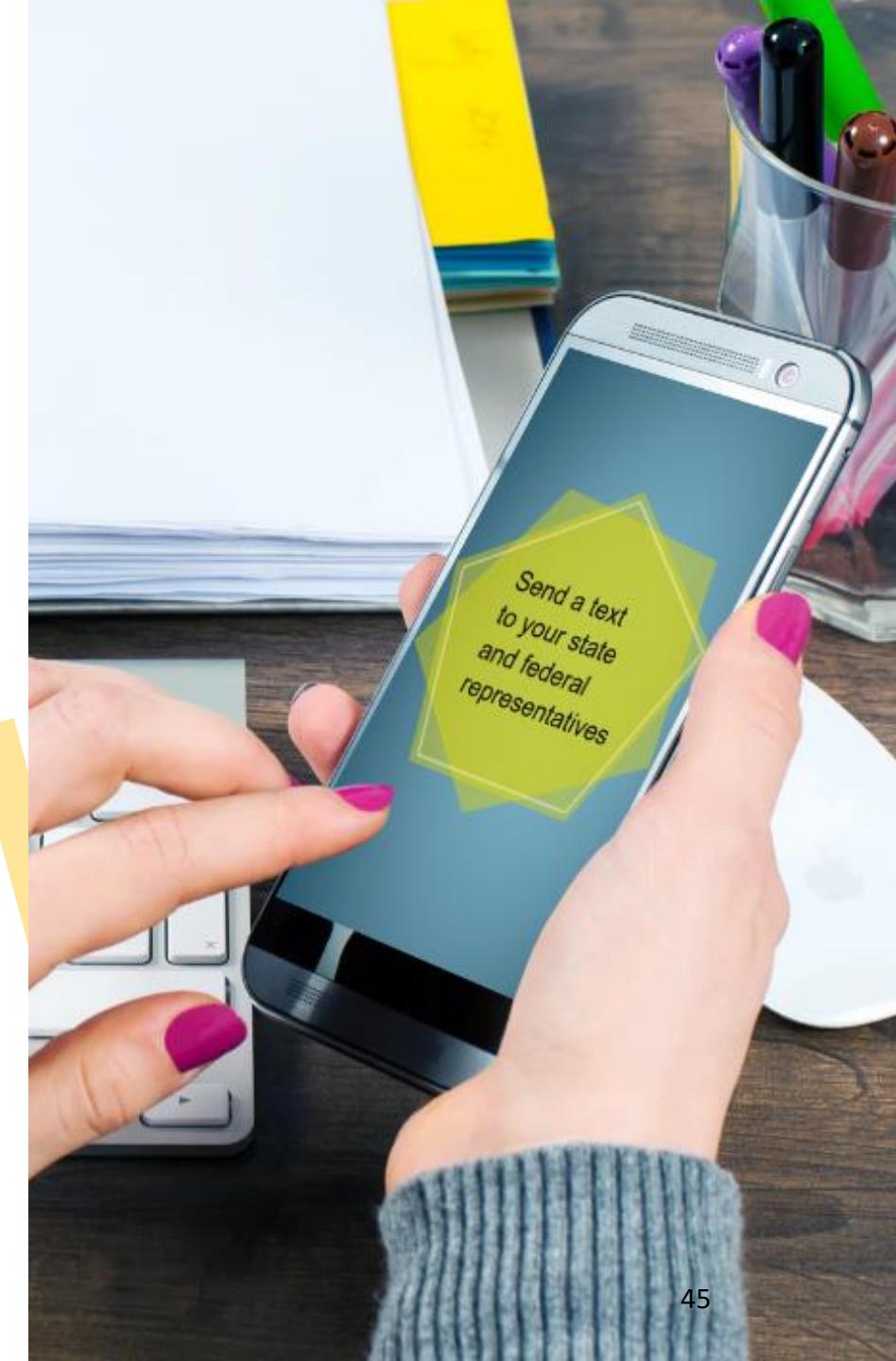
What can YOU do to help decrease sexual harassment

Contact your state and federal representatives

The #MeToo movement is happening and going forward because of social media outpouring. The Public needs to demand our reps to address these issues.

The answer could be simple and take a while to implement, but by speaking up and acting now, you can make a difference!

Consider sending a tweet or message to your representative to make a simple change that could affect women everywhere. Tell them to expand the existing Work Comp system to make sexual harassment no different than any other workplace or industrial injury!



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