



SEXUAL HARASSMENT TRAINING

your annual corporate training guide to sexually harassing your coworkers





Whoops! Regular corporate training doesn't work
and isn't enough to protect you...



#METOO

CYA Sexual Harassment

REBECCA LONG @amaya30

THE DIANA INITIATIVE 2018

Hello! My name is _____.

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- ▶ Spokane, WA
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Training Overview



- ▶ My experience
- ▶ Define key terms
- ▶ What do to before anything happens
- ▶ What happens if/when something does happen
- ▶ What to do if escalation is needed
- ▶ Important things to remember
- ▶ How to be an ally

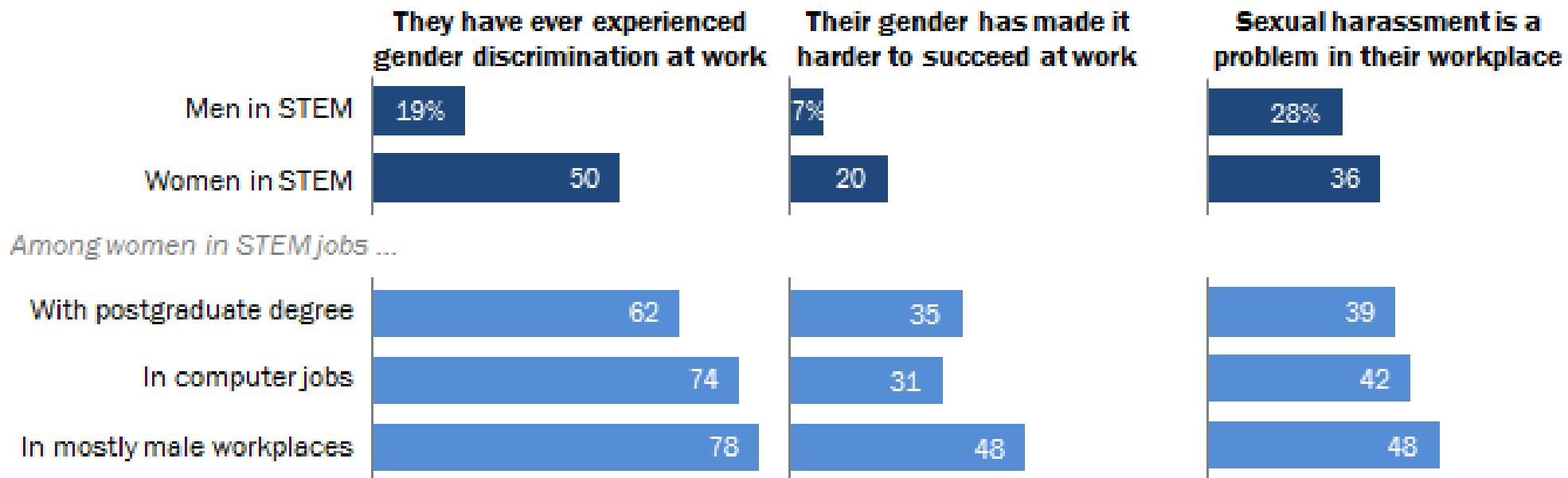
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Me Too

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Most women in STEM jobs in majority-male workplaces, in computer jobs or with postgraduate degrees say they have experienced discrimination at work

% of those in science, technology, engineering and math jobs who say the following



Note: Experience of gender-related discrimination based on combined responses to eight items. Respondents who gave other responses or who did not give an answer are not shown.

Source: Survey of U.S. adults conducted July 11-Aug. 10, 2017.

"Women and Men in STEM Often at Odds Over Workplace Equity"

PEW RESEARCH CENTER

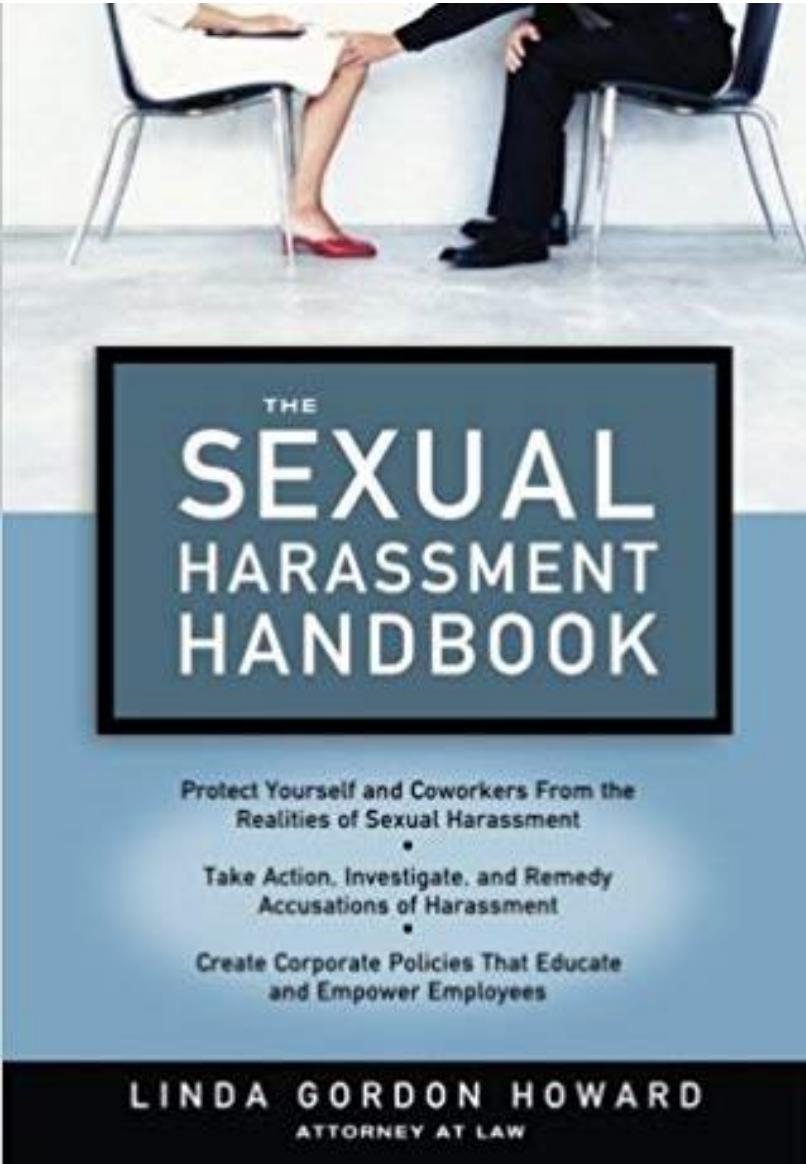
A photograph of a stack of old, worn books. A small, brown and white dog is sitting on top of the books, looking towards the camera. The background is slightly blurred.

Definition Time!

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THE SEXUAL HARASSMENT HANDBOOK

LINDA GORDON HOWARD



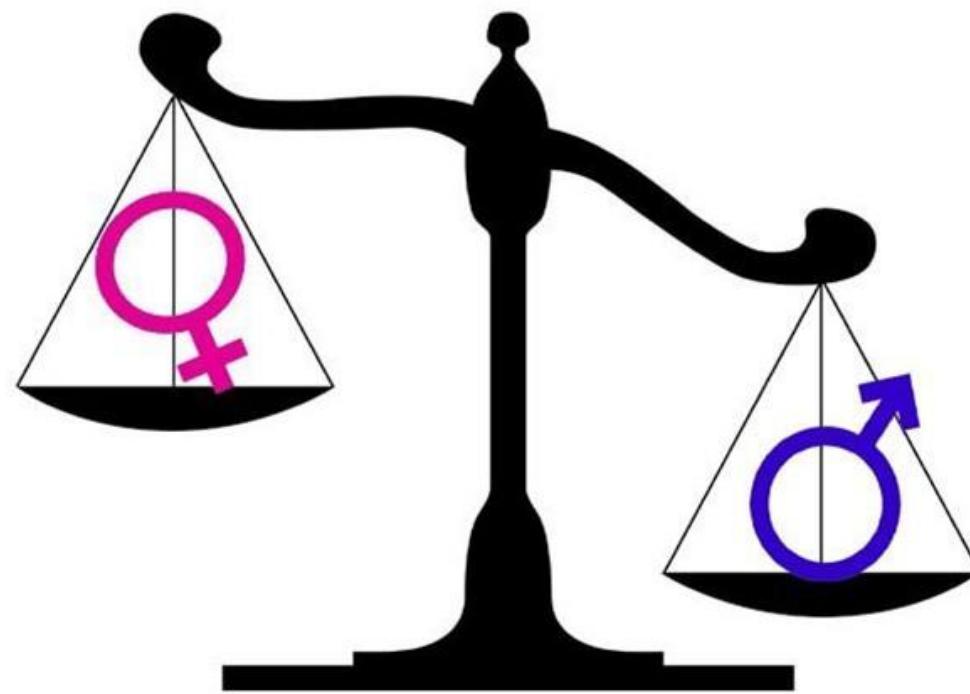
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“ Laws prohibiting sexual harassment define sexual harassment as “unwanted” sexual behavior that affects an employee’s experience of the workplace in certain defined ways.

”



Gender Discrimination

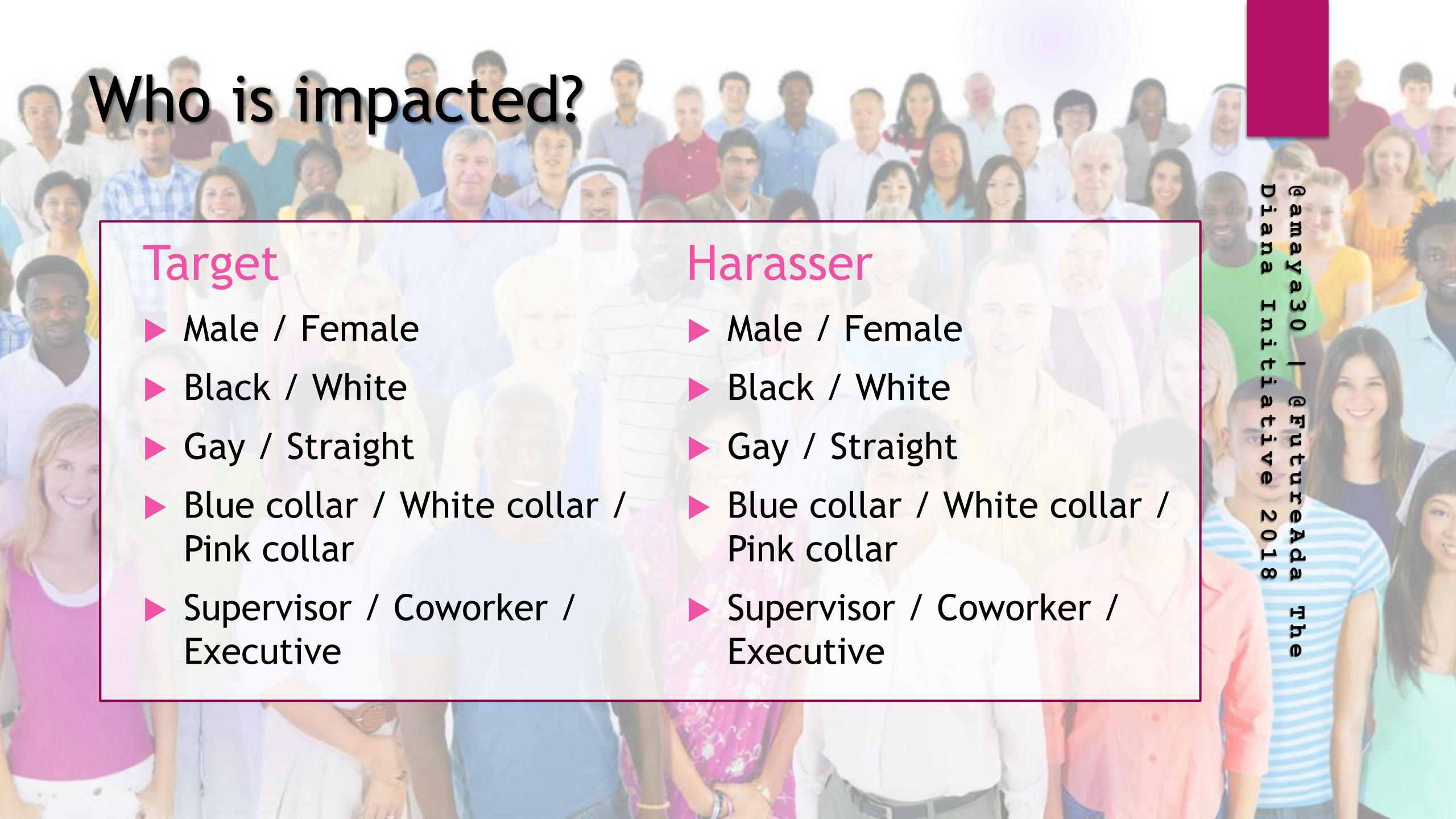


- ▶ Using derogatory language toward women
- ▶ Joking during performance evaluations of women
- ▶ Having women take minutes at meetings
- ▶ Using women as surrogate wives to serve coffee, by personal gifts, organize parties, and take lunch orders

Gender Stereotyping

- ▶ Having women employees concentrated in secretarial and assistant positions
- ▶ Using female employees as lures for business dinners
- ▶ Having few women in upper-management positions





Who is impacted?

Target

- ▶ Male / Female
- ▶ Black / White
- ▶ Gay / Straight
- ▶ Blue collar / White collar / Pink collar
- ▶ Supervisor / Coworker / Executive

Harasser

- ▶ Male / Female
- ▶ Black / White
- ▶ Gay / Straight
- ▶ Blue collar / White collar / Pink collar
- ▶ Supervisor / Coworker / Executive

Sexual Harassment Cat Says



No Means No

Remember!

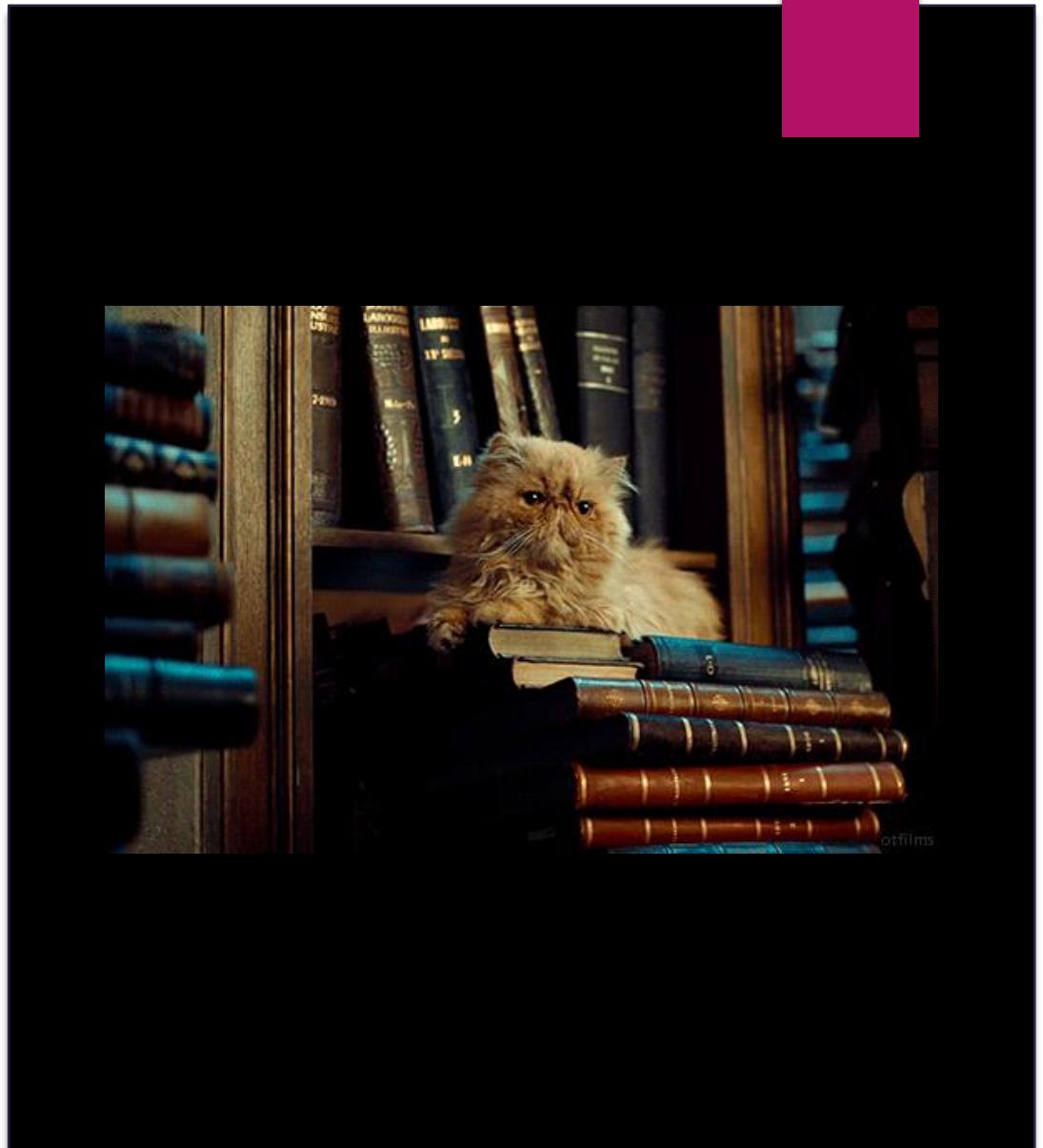
- ▶ If a comment or behavior makes you uncomfortable, it's okay to bring up.
- ▶ Don't listen to anyone who might say you are being "too sensitive."

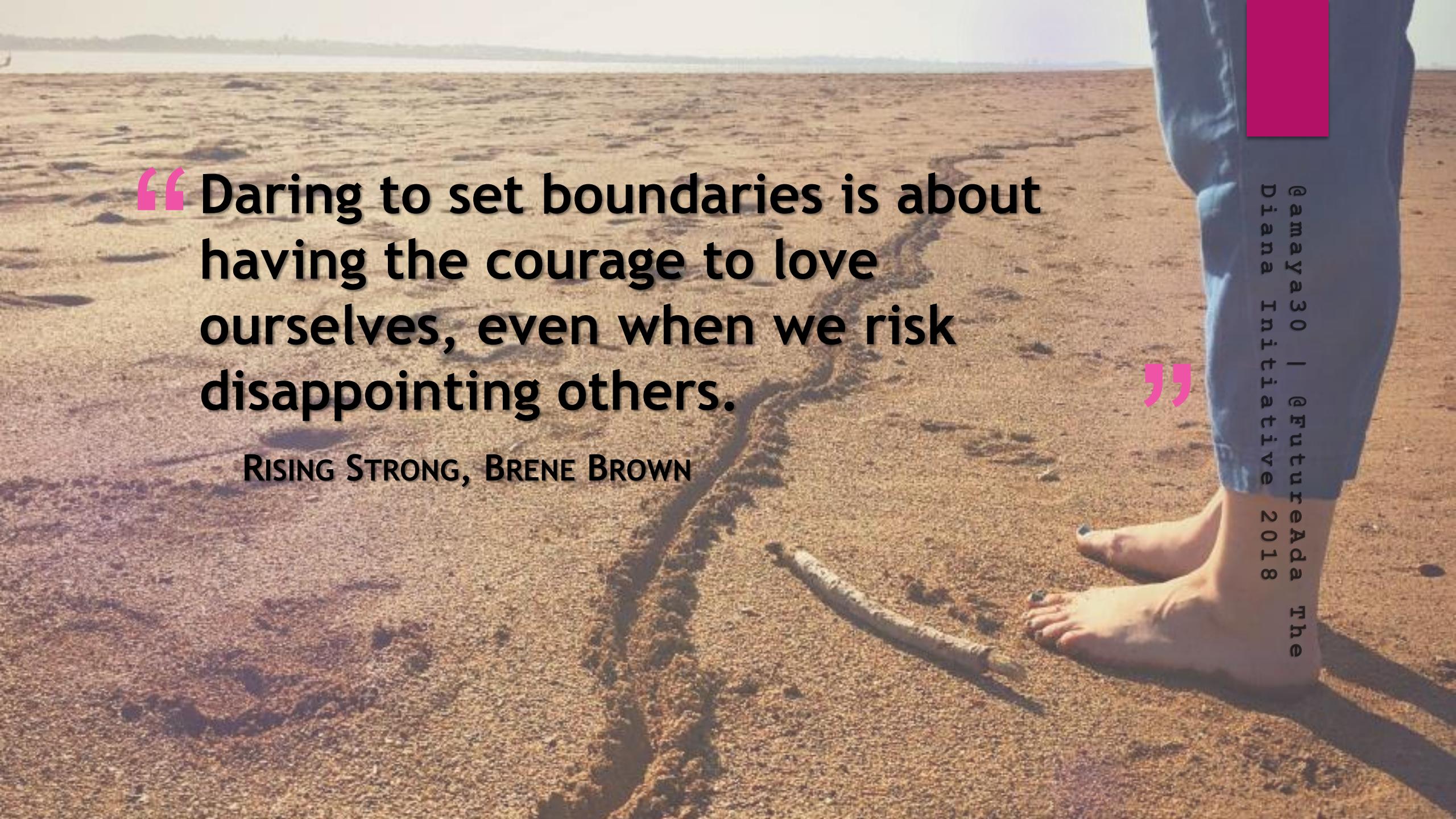


CYA Before Anything Happens

Educate Yourself

- ▶ Know your rights as an employee
 - ▶ Right to not be discriminated against
 - ▶ Right to not be harassed
 - ▶ Right to decent and safe working conditions
- ▶ Know the corporate policies
 - ▶ What does your employer define for harassment?
 - ▶ What is the reporting process for your company for problems?



A photograph of a person's legs and feet walking barefoot on a dry, cracked, light brown dirt path. The path leads towards a distant, flat horizon under a clear blue sky. The person is wearing blue jeans and dark shoes. A bright pink vertical bar is positioned on the right side of the image.

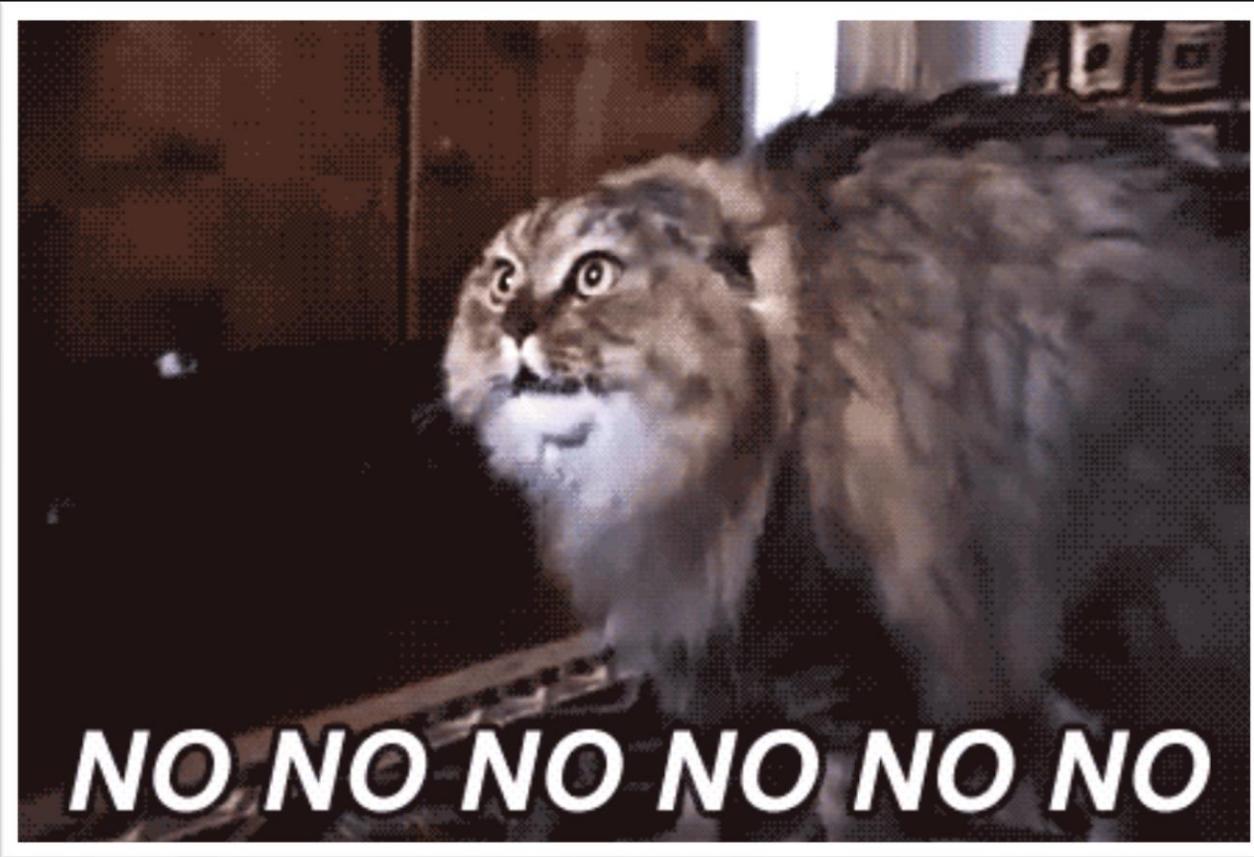
“ Daring to set boundaries is about having the courage to love ourselves, even when we risk disappointing others.

RISING STRONG, BRENE BROWN



Document everything!

- ▶ Put complaints or problems in writing
- ▶ Email is your friend!
- ▶ Keep conversation history turned on
- ▶ Screenshot things you can't save in text form
- ▶ Take notes during or immediately after a meeting



NO NO NO NO NO NO

OH NO! SOMETHING HAPPENED.
NOW WHAT?

Be Brave





What have I done?

Innocent Mistake?

- ▶ Some people are really just clueless
- ▶ Good idea to assume the best of people
- ▶ Talk to the person who crossed the line
- ▶ We have an opportunity to help others learn



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**FOOL ME ONCE, SHAME ON
YOU. FOOL ME TWICE, SHAME ON....**

Via Jokideo.com

**NO....SHAME THE HELL ON YOU. I FORGAVE
YOU, AND YOU DO IT AGAIN? ASSHOLE.**



Some People
are Actually
Just A-Holes

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Escalation time...

Internal Escalation Options



- ▶ Talk to management
 - ▶ Only if it's safe to do so!
- ▶ Talk to Human Resources (HR)
 - ▶ Beware... HR's job is to protect the company... not necessarily to help or protect you

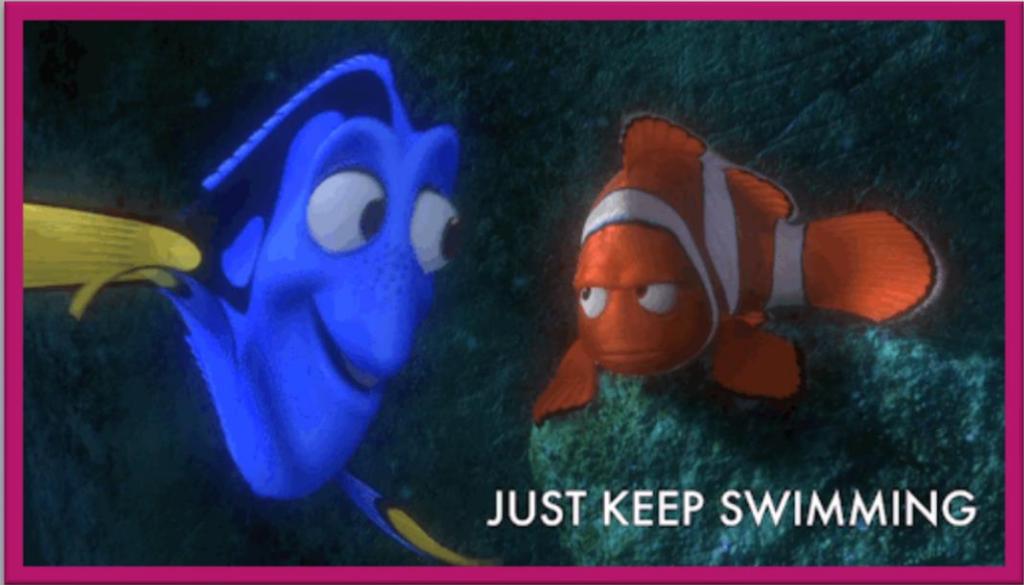
Equal Employment Opportunity Commission (EEOC)

- ▶ File complaints online:
<https://www.eeoc.gov/>
 - ▶ File sooner rather than later
- ▶ Time limit for “relevant” issues...
 - ▶ To Use Federal Law: 300 days
 - ▶ To Use State Law: 180 days



Legal Options

- ▶ First... know your rights:
<http://www.legalvoice.org/sexual-harassment-at-work>
- ▶ Bring your notes and evidence to the lawyer to review
- ▶ Understand...
 - ▶ the cost before moving forward
 - ▶ the emotional rollercoaster that will happen
 - ▶ it can drag out over years of your life
 - ▶ your employer will be digging through all your private information to use against you
- ▶ Learn about Ellen Pao's story



JUST KEEP SWIMMING

Important Reminders



Self Care is Critical

Self-Care Tips



- ▶ This Stress is Real and Damaging
- ▶ Have an Emergency Self Care Plan
- ▶ Physical Self Care
- ▶ Creative Outlet
- ▶ Have a Support Community
- ▶ Practice Expressing Your Personal Boundaries
- ▶ It's Okay to Walk Away

Be an ally!

- ▶ Listen & believe survivors
- ▶ Again...
 - ▶ BE BRAVE!
- ▶ Speak up! Call it like it is
- ▶ Check out this Guide for Allies:
<https://www.betterbrave.org/allies/>



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Wrap Up...



Just remember, you are
your own best
advocate. Stand tall.
Speak up. Don't ever
allow yourself to be
backed into a
corner!



som~~e~~ecards
user card

More Resources

- ▶ Books:
 - ▶ “The Sexual Harassment Handbook” by Linda Gordon Howard
 - ▶ “Sexual Harassment of Working Women: A Case of Sex Discrimination” by Catharine A MacKinnon
- ▶ Better Allies
<https://maleallies.com/>
- ▶ LeanIn
<https://leanin.org/sexual-harassment>
- ▶ RAINN (Rape, Abuse & Incest National Network)
<https://www.rainn.org/ThatsHarassment>



Thank You!

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