

# BEYOND THE WORKPLACE: A PARENTS' GUIDE



## RECOGNIZING SEXUAL HARASSMENT AT SCHOOLS



COURAGEISAHABIT.ORG



## IN THE K-12 ENVIRONMENT

STUDENTS ARE SUBJECTED TO INVASIVE TOPICS SUCH AS:

- *Teachers discussing their sexuality*
- *Presence of obscene materials*
- *Obsessive focus on race and gender*
- *Surveys about sexual behavior and preferences*
- *Pronoun enforcement*

Many of these subjects, if encountered in a workplace, would likely lead to disciplinary actions due to HR harassment policies and federal law.

## WHAT IS SEXUAL HARASSMENT?

Sexual harassment is defined by the [Society for Human Resource Management](#) as “unwelcomed sexual conduct that is persistent or offensive.” Sexual harassment creates a hostile work environment and is in direct violation of Title VII of the Civil Rights Act of 1964. It should be **immediately handled and resolved** by Human Resources (HR).

### SEXUAL HARASSMENT



[hg.org](http://hg.org)

- Harassers take advantage of power to harass those who cannot fight back.
- Continuing to behave in a sexual manner after objection has been raised.
- If someone was sexually harassed at work, they must file a formal complaint. It can be difficult to do this because of fears of repercussions or wrongful termination, but it is a necessary step in ensuring that the harasser faces consequences.

### SEXUAL HARASSMENT



[eeoc.gov/sexual-harassment](http://eeoc.gov/sexual-harassment)

- Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's sex
- Harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment.
- Both victim and the harasser can be either a woman or a man, and the victim and harasser can be the same sex.

### HARASSMENT



[eeoc.gov/harassment](http://eeoc.gov/harassment)

- To be unlawful, the conduct must create a work environment that would be intimidating, hostile, or offensive to reasonable people.
- The harasser can be the victim's supervisor, a supervisor in another area, an agent of the employer, a co-worker, or a non-employee.
- The victim does not have to be the person harassed, but can be anyone affected by the offensive conduct.

## SOUND FAMILIAR?

# JUST IMAGINE... *if HR personnel responded to employees in the same manner as school personnel respond to parents.*

**A** Paul brings a few copies of the obscene book, [Gender Queer](#) to his workplace and puts them in Conference Room A.

SCENARIO A	AT WORK	AT SCHOOL
Mary does not want smut at her place of work and complains.	"We'll speak with Paul and ensure this doesn't happen again."	"You see much worse on the internet, Mary."
Jane feels very uncomfortable going into Conference A.	"We have given Paul an official written warning."	"If you don't like it don't look at the book, Jane."
Lois cannot understand why pornography would be allowed in the workplace.	"We have met with Paul and he has removed it."	"It's not porn, don't clutch your pearls, Lois."

**B** Katie (who is really Ken) walks up to his/her/their co-workers daily to discuss his gender and sexuality. He needs them to validate him, he needs to "come out" to them, he must be seen and heard at all times.

SCENARIO B	AT WORK	AT SCHOOL
Natasha feels this takes up valuable work-related time.	"We'll speak with Katie/Ken to ensure he limits sharing personal details during company time."	"Why are you such a bigot, Natasha? It's just about inclusion."
Janet feels uncomfortable discussing a co-worker's sexuality daily.	"We have strongly reminded Katie/Ken of our sexual harassment policies."	"Do you realize that Katie might commit suicide due to your transphobia, Janet?"
Sarah feels pressured daily to validate a co-worker's gender identity.	"We'll coach Katie/Ken to be more professional around his colleagues."	"Sarah, why are you trying to erase, Katie? She/he/they just wants to exist."

**C** Juanita started Affinity Groups at work and is segregating groups by race in the lunch room. She sent out an email to inform everyone that “no white people are allowed.”

SCENARIO C	AT WORK	AT SCHOOL
Hassan believes this violates discrimination laws at work.	“We will explain to Juanita that segregation is not legal in the workplace.”	“You’re just being a Christofascist, Hassan”.
Ling complains that this is unnecessary, divisive, and creates tension among co-workers.	“We will have Juanita re-take the anti-discrimination online training.”	“You’re upholding white supremacy, Ling. Check your white privilege.”
Dikembe thinks this is really racist.	“We have officially written Juanita up for harassment and added it to her record.”	“Where is your white hood, Dikembe?”

**Download** individual graphics to share with your community...

**JUST IMAGINE....** if HR personnel responded to employees in the same manner as school personnel respond to parents.

**SCENARIO**  
Juanita started Affinity Groups at work and is segregating groups by race in the lunch room. She sent out an email to inform everyone that “no white people are allowed.” Dikembe feels this is highly unprofessional and has a meeting with HR.

**DIKEMBE:** “I think Affinity Groups are racist and it creates division and tension among our co-workers for no reason.”

**HR PERSONNEL:** “Where is your white hood, Dikembe?”

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**SCENARIO**  
Juanita started Affinity Groups at work and is segregating groups by race in the lunch room. She sent out an email to inform everyone that “no white people are allowed.” Ling feels this is highly unprofessional and has a meeting with HR.

**Ling:** “This is unnecessary, divisive, and creates tension among co-workers.”

**HR PERSONNEL:** “You’re upholding white supremacy, Ling. Check your white privilege.”

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**JUST IMAGINE....** if HR personnel responded to employees in the same manner as school personnel respond to parents.

**SCENARIO**  
Paul brings a few copies of the obscene book *Gender Queer* to his workplace and places them in the company break room. Mary does not want obscene smut at her workplace and has a meeting with HR:

**Mary:** “I don’t feel comfortable having pornographic material in our break room.”

**HR PERSONNEL:** “If you don’t want to see it then don’t go into the break room, Mary.”

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**SCENARIO**  
Paul brings a few copies of the obscene book *Gender Queer* to his workplace and places them in the company break room. Mary does not want obscene smut at her workplace and has a meeting with HR:

**Mary:** “I don’t feel comfortable having pornographic material in our break room.”

**HR PERSONNEL:** “You see much worse on the internet, Mary.”

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**IF YOUR CHILD** *is facing retaliation or encountering discussions related to sexuality, gender, or race-based topics, send an email to the principal and superintendent containing these words...*

**"hostile"**  
**"intimidation"**  
**"harassment"**

*These key words can be used in future open records requests for lawsuits.*

## **TEACH YOUR CHILDREN HOW TO RESPOND**

*I do not feel  
safe  
with you.*

*This is sexual  
harassment.*

*You are making  
this a hostile  
environment for me.*

*I do not give  
consent.*

*Please call  
my parents.*



***Your workplace cannot threaten you with retaliation  
and neither should your child's school...***

**PM.**

[thepostmillennial.com](https://thepostmillennial.com)

## **School district requires students to share 'inclusive' locker rooms or face counseling**

A Maryland public school district's "Gender Identity" guidelines calls for students who feel uncomfortable sharing a locker room with trans peers to be sent to counseling to "foster understanding of gender identity."

**Paula Scanlans, former Penn swimmer, sent for "counseling" when she did not want to change in front of a naked male in the locker room**



**Former Penn State Swimmer Paula Scanlan's [powerful testimony](#) on July 27, 2023**



***American School  
Counselor Association  
trains their counselors to  
report non-conforming  
students for "harassment".***



**What do we do if a student who is not transgender complains about being uncomfortable with students who are transgender and gender expansive?**

We continue to educate our students, as we always have. **We report all forms of bullying and harassment to our administrators.** Sexual orientation and gender, including gender identity and expression, are protected categories under Title IX, and these students exist in our schools. Just like we don't allow students to discriminate against other students because of their race, religion, disability, etc, we don't allow them to discriminate against students who are transgender and gender expansive. **Other students need to coexist with them, period.**

Use [this form](#) if you feel you and/or your children's civil rights have been violated. The Department of Justice must investigate all reports. This is a valuable tool that most parents do not know exists.

 United States Department of Justice

## Contact the Department of Justice to report a civil rights violation

1 Contact 2 Primary concern 3 Location 4 Personal characteristics 5 Date 6 Personal description 7 Review

If you believe you or someone else has experienced a civil rights violation, please tell us what happened.

### Discrimination at a school, educational program or service, or related to receiving education ^

#### EXAMPLES

Harassment based on race, sex, national origin, disability, or religion

Denied admission or segregated in an education program or activity

Denied educational accommodations for a disability or language barrier

## Contact

*You are not required to provide your name or contact information. If you want to remain anonymous, leave this section blank. If you choose to provide your contact information, we will only use it to respond to your submission.*

### Your name

First name

Last name

### Contact information

Email address

Phone number

Mailing address 1

Mailing address 2

City

State

-Select - 

Zip code

[civilrights.justice.gov](https://civilrights.justice.gov)



U.S. Department of Justice  
**Civil Rights Division**

#### Contact

✉ U.S. Department of Justice  
Civil Rights Division  
950 Pennsylvania Avenue, NW  
Washington, D.C. 20530-0001

☎ (202) 514-3847  
1-855-856-1247 (toll-free)  
Telephone Device for the Deaf  
(TTY) (202) 514-0716



# APPENDIX A

*The following text is pulled directly from an official corporate employee HR handbook. The text in green are our edits to demonstrate that students are subjected to harassment at schools.*

## **"Sexual Harassment Defined"**

Sexual harassment includes unwanted sexual advances, requests for sexual favors or visual, verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made a term or condition of **employment** **your education**; or
- Submission to, or rejection of, such conduct is used as a basis for **employment educational** decisions affecting the individual; or
- Such conduct has the purpose or effect of unreasonably interfering with a **employee's student's work education** performance or creating an intimidating, hostile or offensive **working classroom** environment.

Sexual harassment can take many forms. The following are some examples:

- Unwanted sexual advance or propositions (including repeated and unwelcome requests for dates).
- Offering employment benefits in exchange for sexual favors.
- Threatening to retaliate or retaliating for a negative response to sexual advances.
- Visual conduct: leering, making sexual gestures, displaying sexually suggestive objects or pictures, cartoons, posters, websites, emails or text messages, **or obscene books in schools**.
- Verbal conduct: making or using derogatory comments, epithets, slurs, sexually explicit jokes, comments about an **employee's student's** body or dress.
- Verbal abuse of a sexual nature, sexual advances or propositions, **graphic verbal commentary about an individual's body**, sexually degrading words to describe an individual, suggestive or obscene letters, notes or invitations.
- Physical conduct including, but not limited to, touching, impeding or blocking movements, and assault.
- Conduct of a sexual nature that is inflicted upon a person or compelled through physical force or **manipulation, threat or intimidation**.
- **Retaliation for making reports or threatening to report sexual harassment. Threatening to discipline a student for not conforming to transgender ideology.**





# CALL TO ACTION

*Leverage your workplace's HR training to equip your children to protect themselves from political and sexual harassment at school*

- **Harassment Training:** Reflect on the harassment and sexual harassment training you received in your workplace.
- **Handbooks and Online Training:** Consider the handbooks you had to sign and the comprehensive online training provided.
- **Repurposing Knowledge:** Recognize these resources as powerful tools that can be repurposed to educate and empower your children.
- **Teach Your Children:** Share the insights gained from workplace training to help your children understand and combat political and sexual indoctrination in schools.
- **Know the Law:** According to the [Society For Human Resource Management](#), retaliation against an employee for exercising rights protected by law, such as the right to complain about harassment, itself constitutes illegal discrimination. **REMEMBER:** The same protections apply to your children at school.

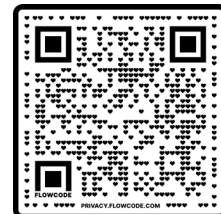
**IF YOU DO NOT STAND UP  
FOR YOUR CHILDREN TODAY**  
*THEY WILL LIVE ON THEIR KNEES TOMORROW*



@couragehabit



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[COURAGEOUS SUPPORTER](#)