Anti-Workplace Harassment Panel

If you are interested in participating as a panelist, please fill out the following form:

Anti-Harassment Panelist Submission Form

Game Workers of Southern California is seeking participants and panelists for our Anti-Harassment Panel taking place in February 2021! We'll be discussing legal protections for workers, sharing stories about specific instances in our workplaces, doing Q&A sessions, and sharing methods for handling and preventing harassment in the workplace.

- All submissions are treated as anonymous by default
- Contribute your story to be read by the panel, or become a panelist yourself- you determine your level of involvement
- All panelists will be given information packets to help safeguard their anonymity, including setting up burner accounts and voice modulators
- Help inform your fellow workers and push for positive change in the workplace!

Guiding Questions for Panelists:

1. What happened?
2. How did it affect you?
3. How did coworkers and management respond? What, if any, was the role of worker organizing?
4. What could have been done differently to make the situation better?

Additional topics to consider, if applicable:

- Experiences with talking about harassment in the workplace
- Experiences as a tokenized worker in the workplace
- Reactions from management and HR
- Experiences dealing with workplace harassment in a setting that discourages "making waves."
- The effect of power imbalances on dealing with harassment

Virtual Event Security

Labor organizing naturally puts us at odds with employers, which makes privacy extremely important to our work. But the nature of online communication is inherently insecure, with data constantly exchanging hands behind-the-scenes, and private spaces often susceptible to attack.

This is why GWSC takes every precaution to protect the personal information of its members and event participants, not only with built-in software features, but strategies for when those features fail.

Zoom Security Measures

When hosting public events on Zoom, we enable the following security options to best protect our participants' identities:

1. **Chat encryption** Zoom's built-in encryption services are enabled, by default. This protects all text exchanges in the call from being intercepted during the call itself, even by the organizers.

2. **Waiting Rooms** All public GWSC events will maintain a waiting room for all participants and guests, so that all individuals can be cross-referenced with the RSVP list.

3. **Disabled recording** While recordings of the event are made publicly available, recording from within the meeting itself is disabled for all but the organizers. This prevents personal information, or captures of the text chat from being distributed.

Zoom-bombing

In the event the meeting link is leaked or otherwise compromised and the Zoom call is raided by bad actors, the call will be immediately evacuated and locked, and a new link is distributed to all RSVP'd guests and participants.

Recording Process

While the Zoom event itself will be RSVP-only and gated by light attendant vetting, a recording of the panel will later be made available on YouTube -- hence the importance of anonymity for those who are not already publicly known as organizers. Between the time of the live panel and the video being posted, panelists and other participants will have the opportunity to review the recording and request sections of their speaking time to be omitted in the case they are not comfortable with them being publicly distributed.

Recommendations for Participants

Sharing your story can be dangerous, especially if it involves people in power and unfair labor practices. GWSC does everything in our abilities to keep our members' personal information confidential, and will attempt to accommodate whatever precautions our members choose to take.

The following are a few suggestions for members and participants:

1. **Use an alias** Unless you are already publicly known as an organizer / voice against harassment, it is recommended that all members go by some name at least somewhat different from their real one. While our vetting process requires us to know a bit about you, we won't release any information you're not comfortable conveying yourself. If you do volunteer your identity, we suggest being vague about specific employers, to avoid retaliation or endangering contractual relations.

2. **Use an organizing-specific email address** Similar to the above point, it's best your labor organizing and other sensitive messages go to a dedicated email address. This prevents your personal, professional, and organizing information from cross-pollinating, and makes it harder to trace your communications directly to you. Though with ubiquitous services like Google, you'll need to take some precautions when juggling accounts, so you don't log into a work meeting with your organizing email, for example.

3. **Use a Google Voice number** If you prefer to call into meetings over the phone, we recommend you set up a Google Voice number, possibly tied to the e-mail set up in item 2. While still susceptible to law enforcement and Google itself, it provides a layer of obfuscation between you and your communications.

4. **Use voice changer software** If you're participating in voice calls and panels, you can use a voice changer to mask your voice. With sufficient distortion, it's difficult to reverse the process, and makes it that much harder to trace your participation back to you. However, we ask that you avoid using some of the more eccentric voice packs, especially if you're participating as a panelist.

   ○ **Here is a link to our tutorial on setting up and using voice modulators**

5. **Enable multi-factor authentication** You'll want to do this for personal security in general, and organizing is no exception. Simply put, multi-factor authentication requires you provide at least two means of identification when logging into an account. However, this might require you to tie your organizing accounts to a personal phone or e-mail address.

Panel Agenda

Introductions - *5 min*

- ❖ Brief summary of the panel's purpose
- ❖ Trigger warnings and resources for those who become triggered
- ❖ GWSC hosts and panel guests introduction

What is workplace harassment? - *10 min*

- ❖ Legal definition and protections
  - ➢ Quid pro quo
  - ➢ Hostile work environment
  - ➢ Retaliation
- ❖ Protected statuses (race, color, religion, sex, pregnancy, sexual orientation, gender identity, national origin, age, disability, genetic information, etc.)

Panelists - *TBD min*

- ❖ Panelist 1
  - ➢ Trigger warnings
  - ➢ Story
  - ➢ Q&A
- ❖ Panelist 2
  - ➢ Trigger warnings
  - ➢ Story
  - ➢ Q&A
- ❖ Panelist 3
  - ➢ Trigger warnings
  - ➢ Story
  - ➢ Q&A

Break - *10 min*

- ❖ Get up and stretch!

Panelists - *TBD min*

- ❖ Panelist 4
  - ➢ Trigger warnings
  - ➢ Story
  - ➢ Q&A

- ❖ Panelist 5
  - ➢ Trigger warnings
  - ➢ Story
  - ➢ Q&A

Harassment Prevention - *30 min*

- ❖ HR and legal options
  - ➢ Only used after the harassment has already occured
  - ➢ Not always effective
- ❖ Organizing
  - ➢ Worker solidarity
  - ➢ Shifting the balance of power
  - ➢ Creating better structures of accountability
- ❖ Self-checking and accountability
  - ➢ Body Language and how to interpret
  - ➢ Verbal cue(s)
  - ➢ How to apply these signs to your own actions (?)
- ❖ Examples of successful worker organization
  - ➢ Lovestruck strike, Voltage Organized Workers
  - ➢ Riot walkouts
  - ➢ Future Club (worker co-op made up of former Lab Zero employees)
  - ➢ Pixel Pushers 512 (worker co-op)

Open floor/audience participation - *20 min*

- ❖ Story sharing
- ❖ Q&A

Closing - *5 min*

- ❖ Summary
- ❖ Repeat of resources available to those who may be triggered
- ❖ Thanks and acknowledgements

Logistics Outline

Number of participants of each type:

- ❖ Aiming for 3-5 active panelists
- ❖ Aiming for around half a dozen stories to share on behalf of absent participants

Scope of audience participation:

- ❖ Short Q&A after each present panelist's story
- ❖ Longer open-floor section towards end of panel for audience members to share stories, give comments on the panel, etc.

Panel platform and streaming platforms:

- ❖ Zoom call between panelists and audience
- ❖ Recording edited to remove identifiable information before being posted to Youtube