



Sexual Harassment

Stoplight Diagram



Program Objectives (1 of 2)

- ❖ Describe what sexual harassment is exactly.
- ❖ Differentiate between sexual harassment and being courteous.
- ❖ Understand the federal (and state?) laws that deem sexual harassment a crime.



Program Objectives (2 of 2)

- ❖ Learn the consequences if you are found guilty of committing this crime.
- ❖ What you can do if you observe and/or experience sexual harassment.
- ❖ How to prevent sexual harassment in your workplace.



Definition (1 of 2)

Define Sexual Harassment:

- ❖ Webster's Dictionary: uninvited and unwelcome verbal or physical behavior of a sexual nature especially by a person in authority toward a subordinate (such as an employee or student).
- ❖ Sexual advances, favors, and/or verbal or physical conduct of sexual nature.



Definition (2 of 2)

Define Sexual Harassment:

- ❖ Violation of both state and federal law; illegal under Title VII of the Civil Rights Act of 1964 for employees: “prohibits employment discrimination based on race, sex, color, national origin or religion.”



Warning Signs?



Warning Signs? (2 of 5)

Inappropriate Behavior Such As:

- ❖ Explicit videos, pictures, calendars, screen savers, websites.
- ❖ Unwelcome flirting.
- ❖ Insisting on dates.



Warning Signs? (3 of 5)

Behaviors Manager/Coworkers ...

- ❖ Hostility between coworkers.
- ❖ Lack of friendship amongst coworkers.
- ❖ Complaints regarding the opposite sexes actions.
- ❖ Women who act defensively/angrily toward the opposite sex.



Warning Signs? (5 of 5)

Inappropriate Physical Content ...

- ◆ Purposeful touching or cornering.
- ◆ Forceful neck massages.
- ◆ Sexual intercourse with coworkers/managers.



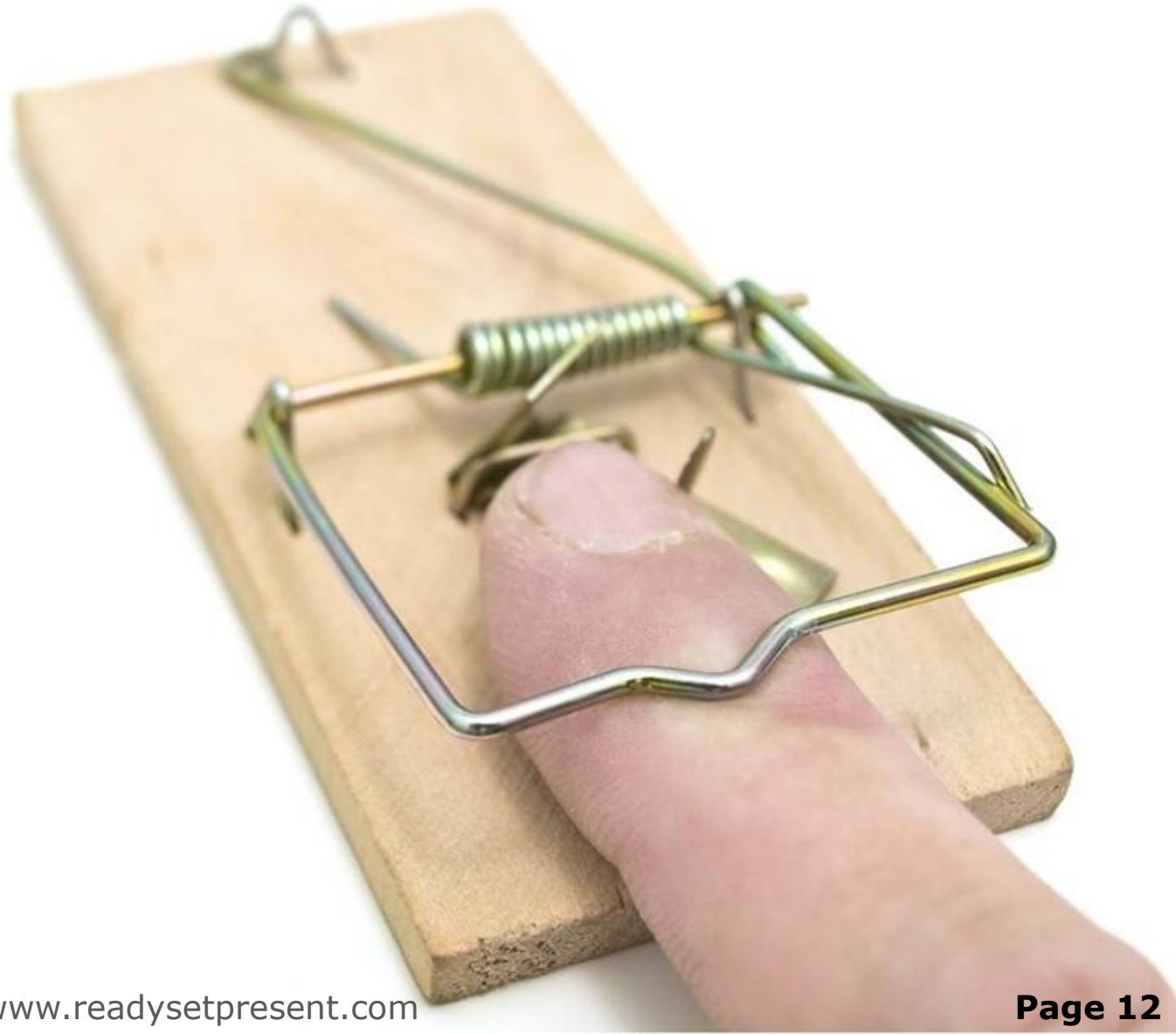
Sexual Harassment (NOT):

Appropriate Behaviors ...

- ❖ Compliments pertaining to ones performance.
- ❖ Being courtesy, i.e. opening the door for someone, saying, "please" and "thank you".
- ❖ Lunch or dinner dates that are mutual and/or voluntary.



Types of Sexual Harassment



Complaint Procedure



Did you find this offensive?

Yes
☒ 1

No
☐ 2

Sometim
☐

d. Made gestures or used body language of a sexual nature that were directed at you.

Never
☐ 1

Sometimes
☐ 2

All the
☐

Did you find this offensive?

Yes
☒ 1

No
☐ 2

Som

e. Made attempts to touch you.

Never
☐ 1

Sometimes
☒ 2

Did you find this offensive?

Yes
☒ 1

f. Made attempts to establish a sexual relationship despite your discouragement.

Never
☐ 1

Yes
☐ 1

Did you find this offensive?

Download “**Sexual Harassment**” PowerPoint presentation at **ReadySetPresent.com**

162 slides include: 3 points on the definition of sexual harassment, 5 points on who can be a victim or harasser, 7 types of sexual harassment, 16 warning signs, 27 points on the types of sexual harassment, 29 points on classes of sexual harassers, 22 points on harassers and victims, 7 points on hostile work environments, 47 points on complaint procedures, 26 points on case studies, 17 statistics and quotes, 7 points on what to do if accused, 10 phrases that are dangerous, 9 questions to ask yourself when assessing sexual conduct, 49 points on effects of sexual harassment charges, 38 points on sexual harassment in other countries, 16 action steps and much more!

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