



# SEXUAL HARASSMENT

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# 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 that there consequences if you are found guilty of committing this crime.




Learn what you can do if you observe and/or experience sexual harassment.



Learn how to prevent sexual harassment in your workplace.


# Anyone Can Be a Victim



While it is true that more women are victims than men, anyone can be a victim.

Men are often ashamed to report harassment because they think that only women are subjected to it.

# Anyone Can Be a Harasser



While, more men are sexual harassers, women can commit sexual harassment too.

Sexual harassment can come from a manager, a peer, or even from a lower level employee.

When sexual harassment comes from a manager, employees are often afraid to speak up.



# Why Sexual Harassment Occurs

Sexual harassment usually occurs due to an imbalance in power.



Often, sexual harassers are using their behavior to dominate others and show their power.

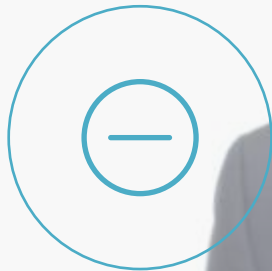


Sexual harassment is rarely romantic. While it can be due to failed relationships, it is more frequently an attempt to make someone feel inferior.



# False Accusations

Sometimes, people file false claims of sexual harassment.



All claims deserve attention, and employers are responsible for investigating all claims, whether or not they turn out to be false.



No claims should be doubted because all claims are serious.



# Intent vs. Impact

The intent of a behavior does not determine whether or not it is sexual harassment.

The impact of the behavior determines whether or not it is sexual harassment.

Saying “I didn’t mean it that way,” is not an excuse if it had a negative impact.



Sexual Harassment

# No Excuses!

“She asked for it by dressing provocatively!”

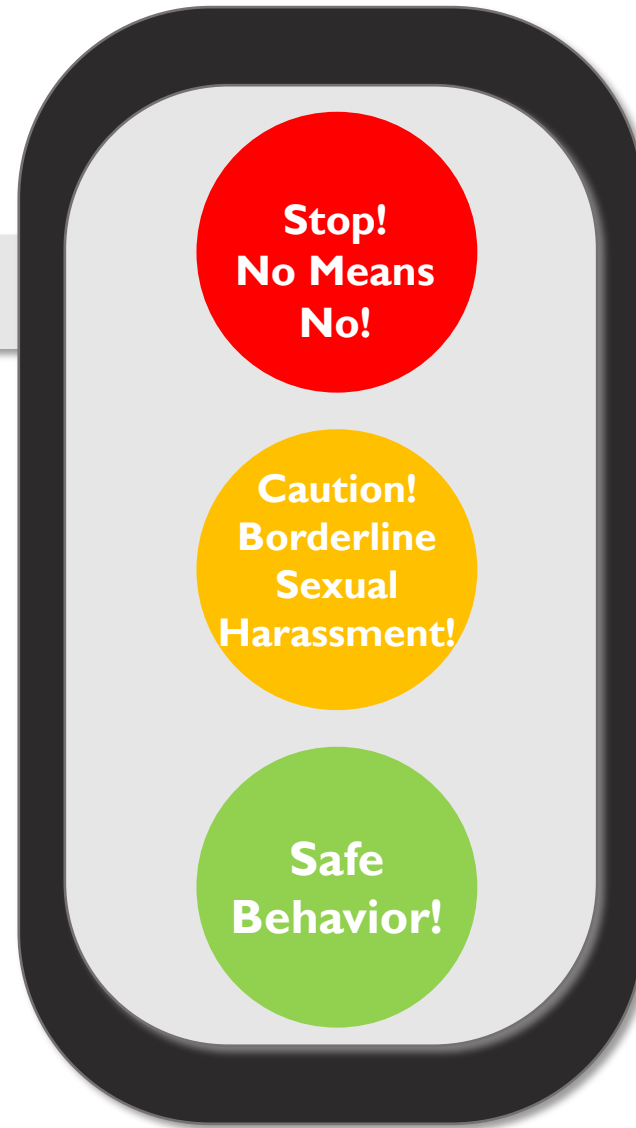
“I didn’t know he/she would take it that way!”

“Boys will be boys...”

“He/she led me on!”

“No means yes!”

# Stoplight Diagram



# Sexual Harassment Can Be...

Peer to peer.



Boss/manager to employee.



Employee to boss/manager.



Male to Female.



Female to Male.



Same sex.



Third party.



# Warning Signs?

(5 of 5)

## Inappropriate Physical Content ...

Purposeful touching or cornering.

Forceful neck massages.

Sexual intercourse with coworkers/managers.

Any type of contact that makes the recipient uncomfortable.



# Sexual Harassment (NOT):



## Appropriate Behaviors ...

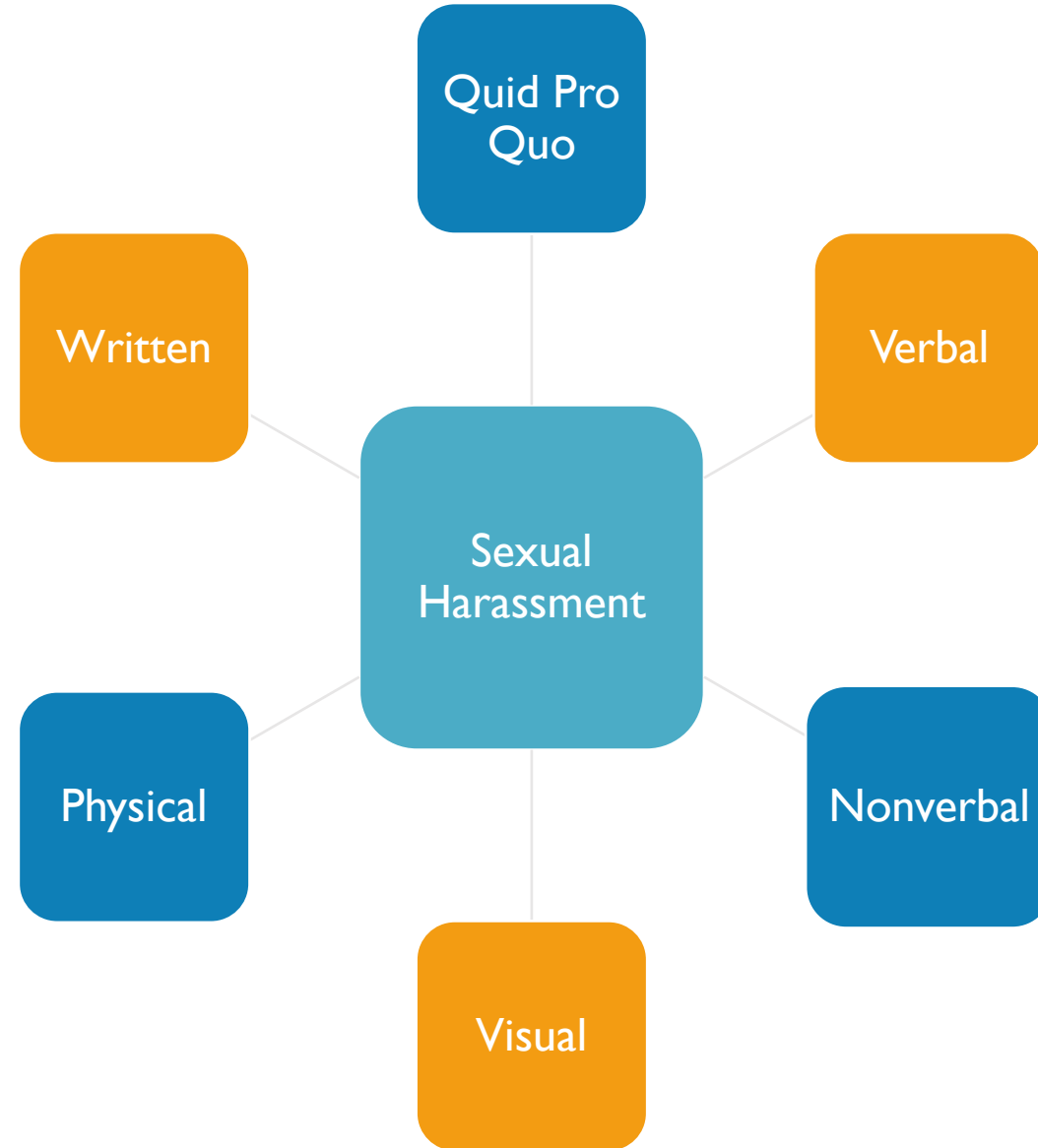
Compliments pertaining to ones performance.

Being courteous, i.e. opening the door for someone and saying, “please” and “thank you”.

Lunch or dinner dates that are mutual and/or voluntary.

# Types of Sexual Harassment

(8 of 8)



# Classes of Sexual Harassers

(6 of 15)

Here are 10 more ...

**Mr. Hero** ~ this verbal harassment, includes unnecessary and excessive compliments and comments on appearance and gender.

The receiver typically feels embarrassed, especially when the compliments are out of place.

These comments are sometimes accompanied by sneering looks.

# Classes of Sexual Harassers

(7 of 15)

**Trustworthy Harasser ~**  
this harasser shares their personal life experiences and stories with others to receive sympathy and respect.

Welcomes others to share their personal experiences to establish a form of trust in the hopes that the relationship will become intimate.



# Classes of Sexual Harassers

(8 of 15)

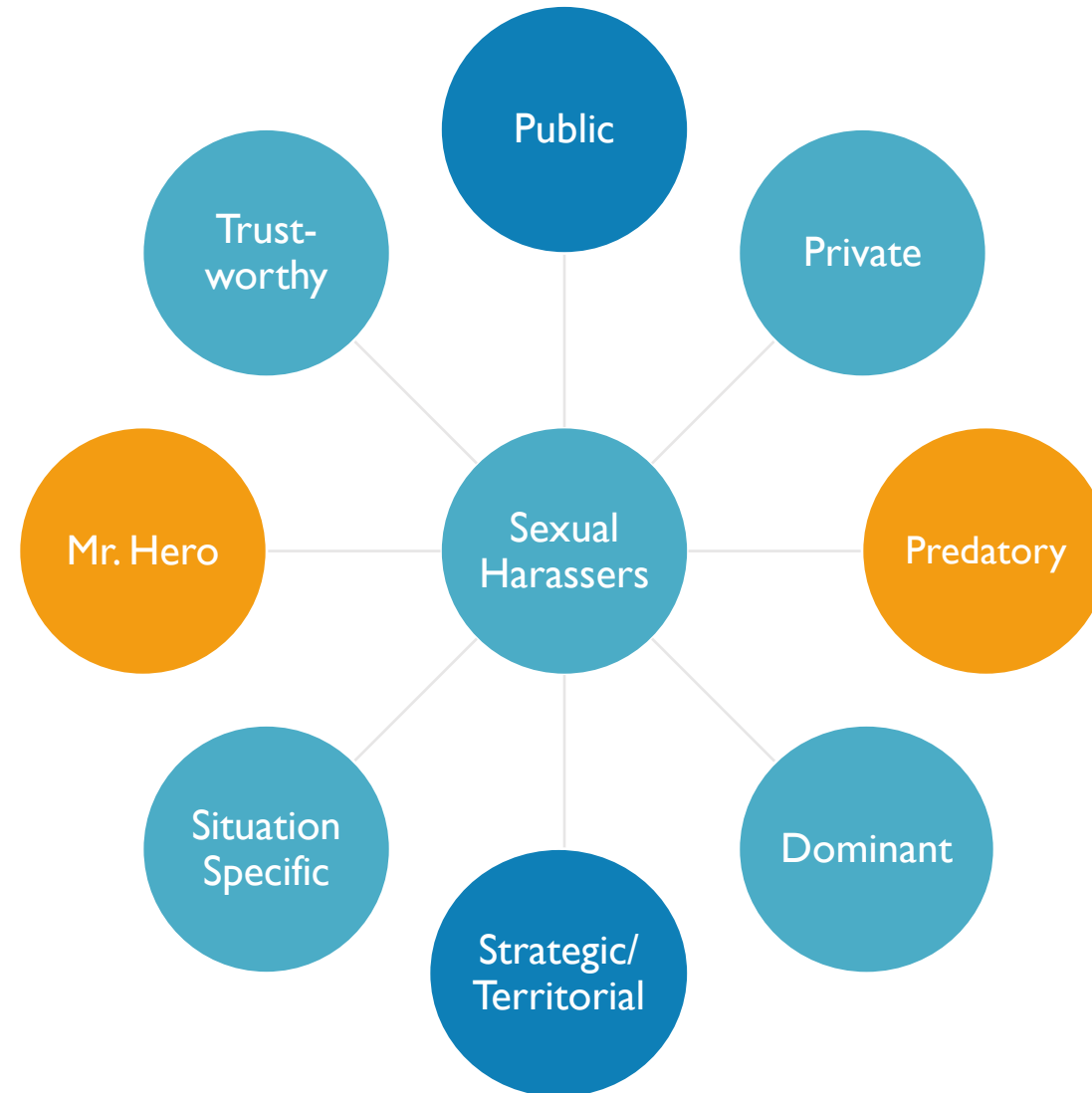
Here are 10 more ...



**Unintended** ~ This harasser does not mean to harass, although harassment is felt by the victim, i.e. talking and even taking sexual advances when someone feels and expresses that they are uncomfortable.

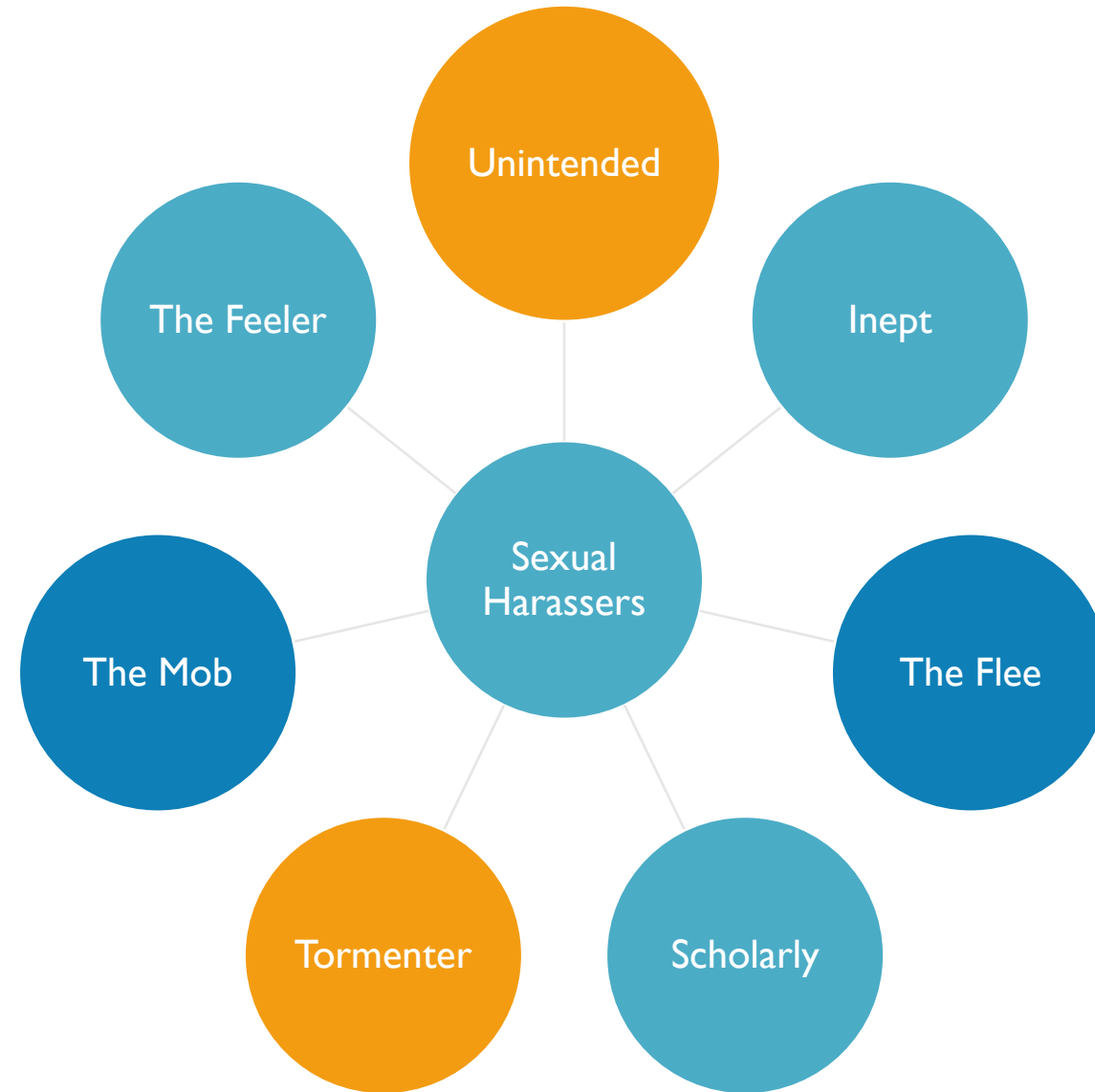
# Sexual Harassers Diagram

(1 or 2)



# Sexual Harassers Diagram

(2 or 2)



# Harasser & Victim

(5 of 6)

Can Cause Feelings Of ...

Concern about one's mental and physical well-being.



Post-traumatic stress disorder.

Anorexia/Bulimia and alcoholism.




Suicidal tendencies.



# Complaint Procedure

(3 of 14)

## Workplace Effects ...



Tell the harasser to **STOP** and that you do not feel comfortable with their gestures or actions.

Do not smile, laugh, or apologize.

Let them know in a firm tone that you do not condone their behavior.

# Complaint Procedure

(7 of 14)

## Workplace Effects ...

Speak to trustworthy people such as family members, friends and/or co-workers.

Ask for help and direction.

Don't stand by and remain silent.

Get to know the sexual harassment policy and complaint procedures in your workplace.

# Complaint Procedure

(9 of 14)

## Workplace Effects ...

Report it to a superior.

If the harassment continues, file a formal complaint.

Take legal action.

File a lawsuit under federal law Title IX if you are all out of resources.

# Complaint Procedure

(11 of 14)

## Workplace Effects ...

### Informal Complaint:

Reporting the harassment to a manager or HR director.

The manager or HR director has the responsibility to resolve the problem quickly.



Sexual Harassment

# Statistics/Quotes

(4 of 15)

There were 12,428 complaints of sexual harassment filed with the Equal Employment Opportunity Commission (EEOC) in 2017.

2015, EEOC investigated 6,822 sexual harassment allegations. 52% of these were dismissed due to no reasonable cause found.

Sexual harassment claims filed by men has risen with 92% of all claims filed by women in 1990 v 83% in 2015.

Sexual Harassment

# Statistics/Quotes

(5 of 15)



In 2017 Fortune 500 companies lose \$6.7 million per year due to sexual harassment.

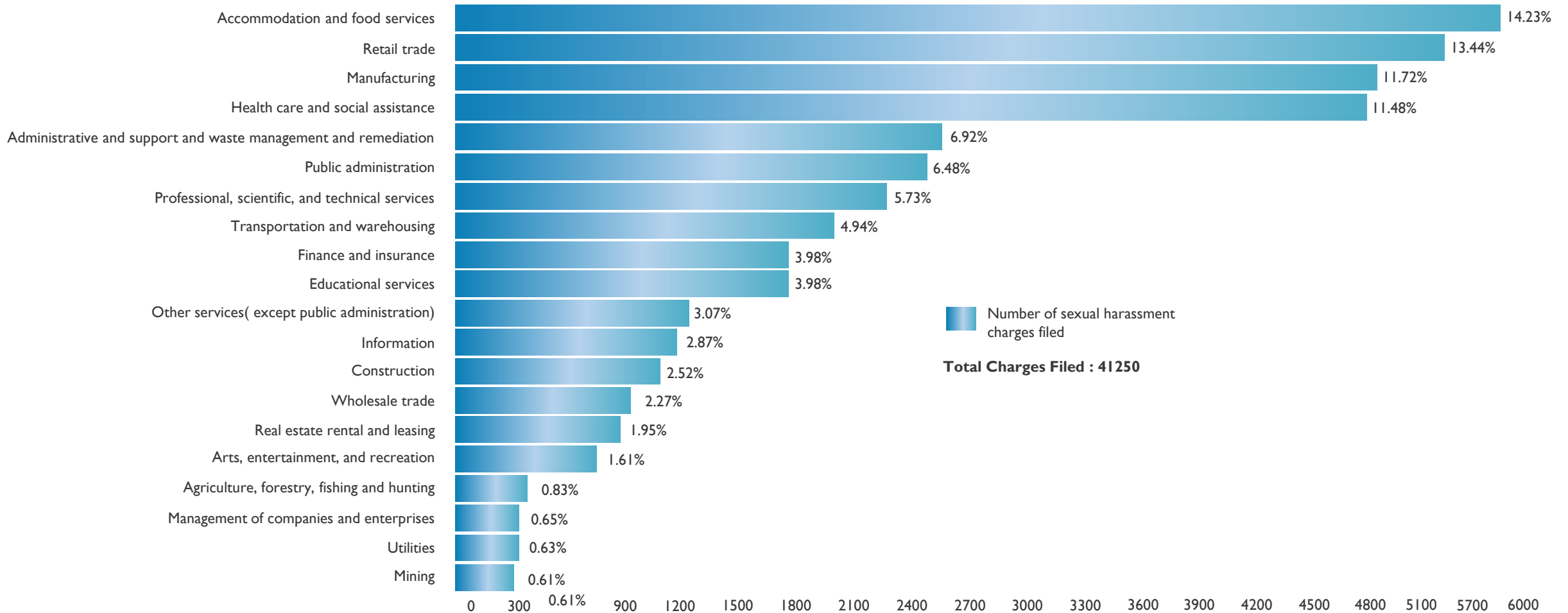
- Absences
- Low Productivity
- Turnover

Sexual Harassment

# Statistics/Quotes

(6 of 15)

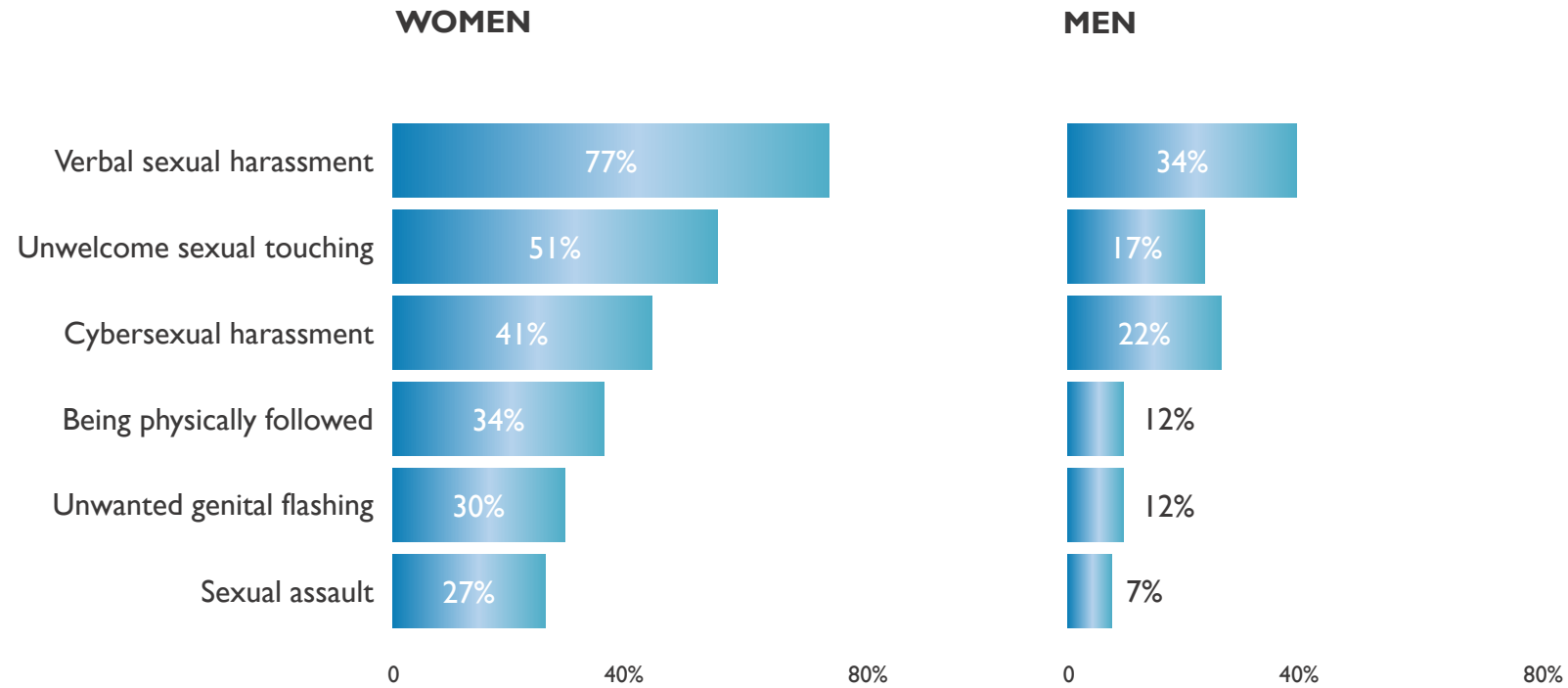
**FIGURE 2**  
Total sexual harassment charges filed, by industry, fiscal years 2005 through 2015



Sexual Harassment

# Statistics/Quotes

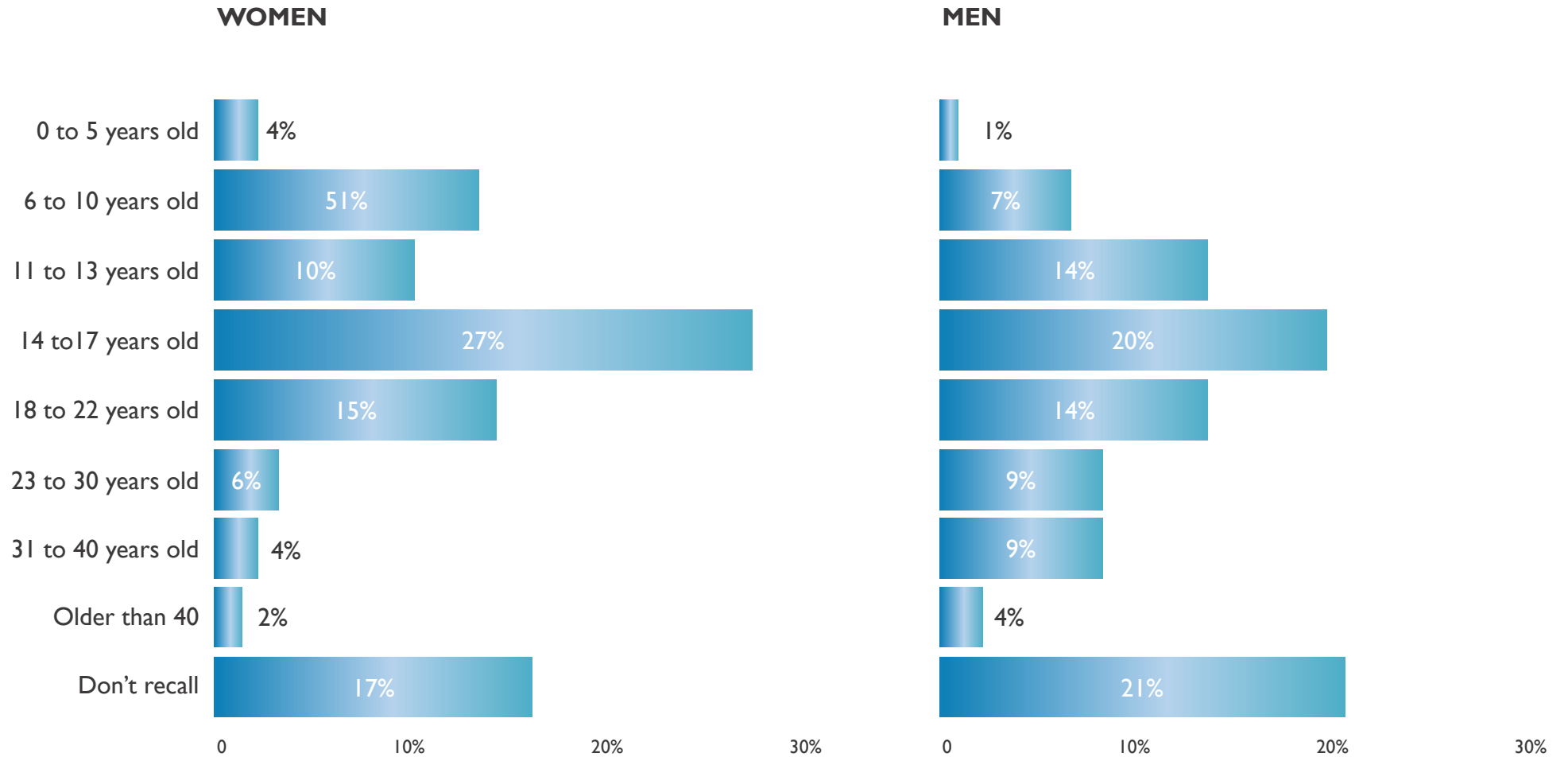
(7 of 15)



Sexual Harassment

# Statistics/Quotes

(8 of 15)



## Notes

Totals may not add up to 100 percent because of rounding

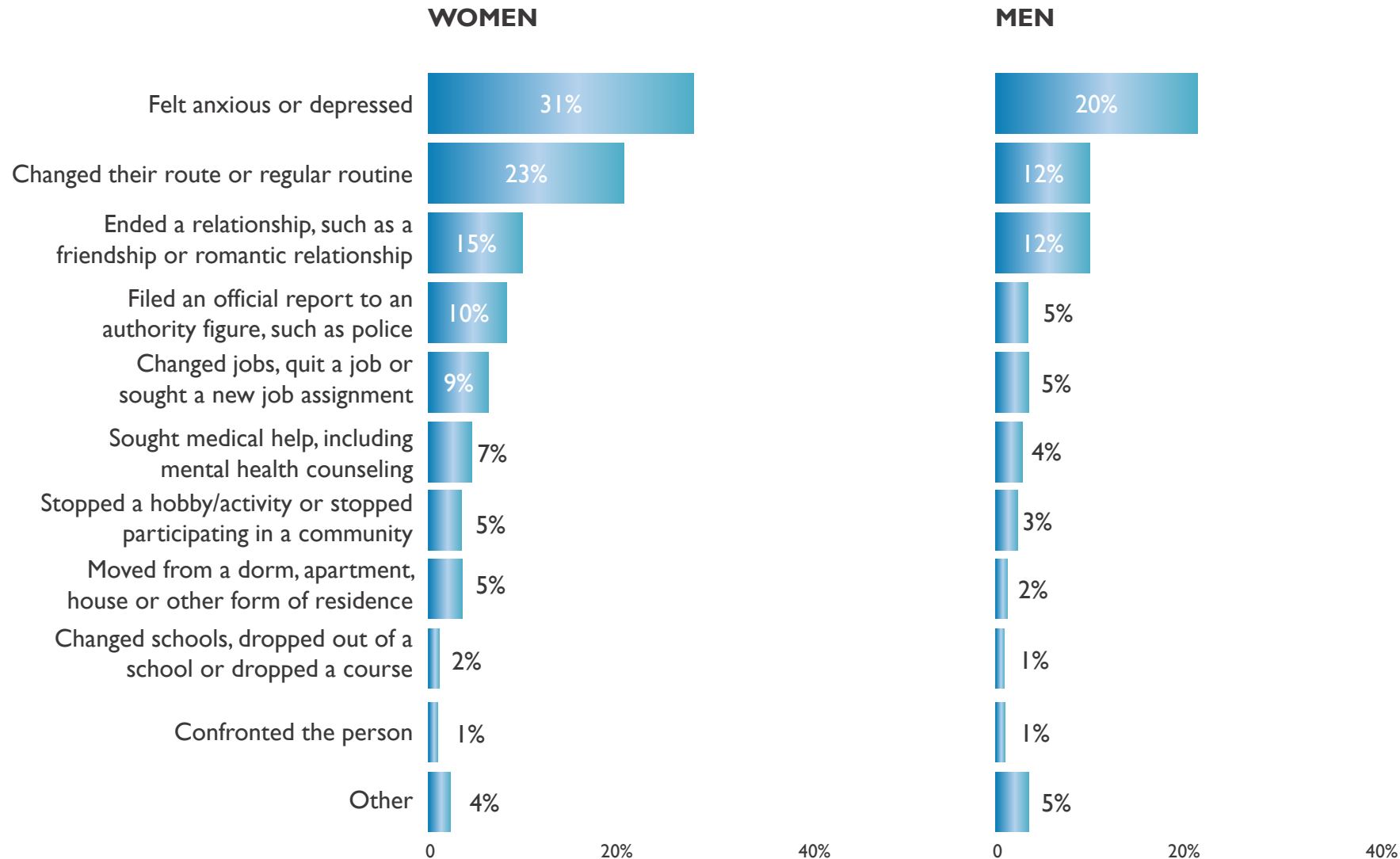
Source : Stop Street Harassment  
Credit : Hilary Fung/NPR

Sexual Harassment

# Statistics/Quotes

(9 of 15)

2017 Respondents reported a range of effects of or responses to sexual harassment and assault



Source : Stop Street Harassment  
Credit : Hilary Fung/NPR



1 in 6 ~ The fraction of American women who have survived an attempted or completed rape in their lifetimes.

1.8 ~ The amount of times trans people of color are more likely to experience sexual violence than the general population.

3 ~ The percentage of men who will be raped in their lifetime.

90 ~ The percentage of adult rape victims that are female.

321,500 ~ The average number of victims of rape and sexual assault per year in the U.S.

80,600 ~ The estimated number of inmates who experience sexual violence in prison or jail every year.

60 ~ The percentage of instances of sexual violence experienced by inmates that are perpetrated by jail or prison staff.



# To Avoid Sexual Harassment

Keep your hands to yourself.



Keep compliments casual.

Be respectful of personal space.



Don't assume that a friendly person is flirting.

Be careful when discussing social life and personal issues.



Avoid jokes, gestures, and words with sexual connotations.

# Words That Are Dangerous

(1 of 3)

“Why can’t you learn to accept a compliment?...”



“I know he/she didn’t mean anything like that...”



“We’ve never had a complaint, so we don’t have a problem...”



“It’s just teasing ~ no big deal...”



# Charged With Sexual Harassment

(2 of 18)

Effects on Supervisors Managers:

Removal from position.

Loss of employment.

Harsh performance evaluation.

Loss of earnings/promotions.

Loss of esteem.

Legal expenses.

# Charged With Sexual Harassment

(12 of 18)

“What constitutes sexual harassment?”

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“How do I prevent sexual harassment from happening?”

“What is sexual harassment in the workplace?”

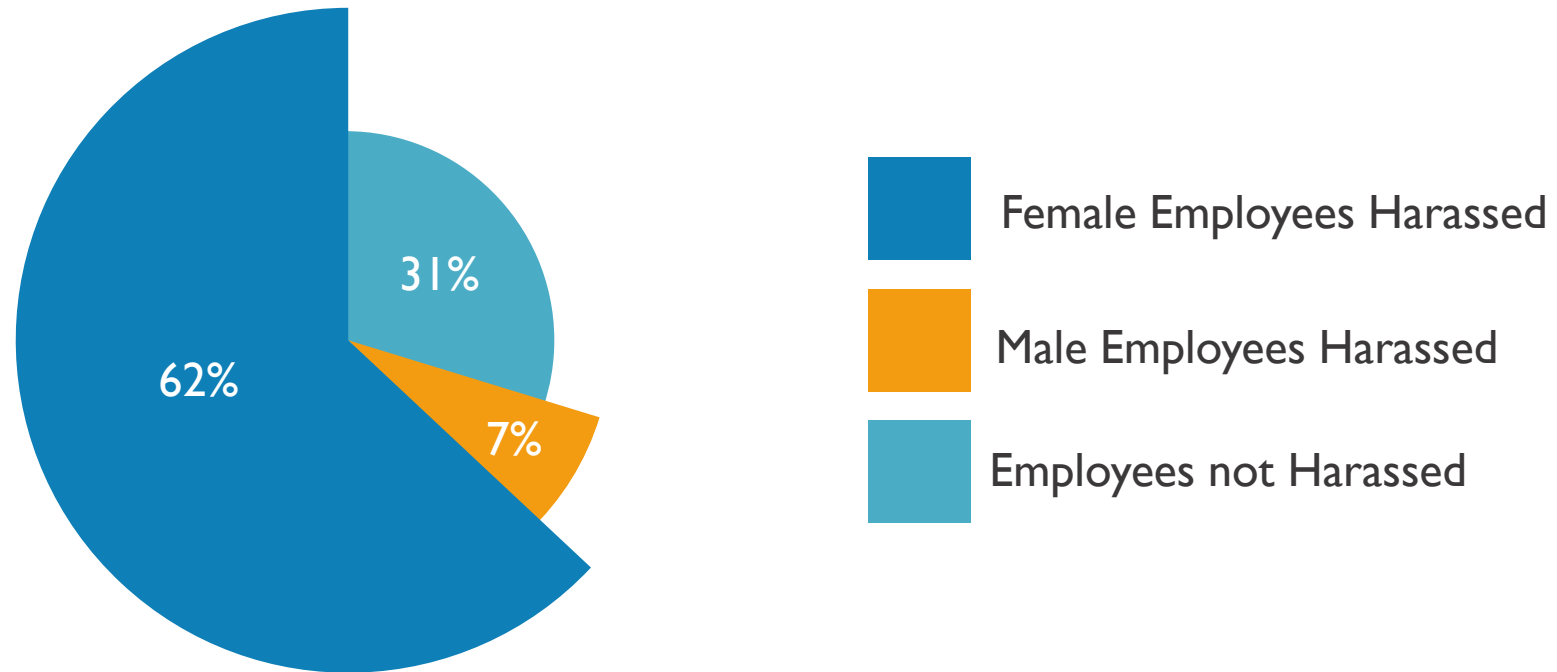
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Sexual Harassment

# Charged With Sexual Harassment

(14 of 18)

## Sexual Harassment in the Workplace





# Sexual Harassment: (Other Countries)

(5 of 19)

## Israel:


Sexual harassment was deemed discrimination in the 1998 Israeli Sexual Harassment Law.

The law states that it is “a restriction of liberty, an offense to human dignity, a violation of every person’s right to elementary respect, and an infringement of the right to privacy.”

# Sexual Harassment: (Other Countries)

(8 of 19)

Poland:



Like in France, this occurs when the individual feels a lack of dignity, mental or physical instability, and/or a lack of desire to come to work.

# Sexual Harassment: (Other Countries)

(9 of 19)

## Australia:

Sexual harassment is defined as the “... unwanted conduct of a sexual nature, in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that the person harassed would be offended, humiliated or intimidated” in the Sex Discrimination Act of 1984.

# Sexual Harassment: (Other Countries)

(10 of 19)

Russia:

The use of an authoritative/ employee position for the persuasion of sexual interactions is forbidden in the Russian Federation Criminal Code (Article 118, current CC RF).

The courts do not inspect these concerns, according to the Moscow Center for Gender Studies.



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