



# Sexual Harassment Identification & Prevention: What is *MY* Role?

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# Costs of Harassment

*Losing great staff members that leave as a result of harassment incidents*

Cost of training new staff

Productivity being displaced as staff cope with harassment

Costs associated with investigations

Costs associated with legal action

Higher insurance costs

Negative PR



WERMC

community  
INSURANCE

# What is Sexual Harassment? (EEOC)

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.



**Sexual Harassment can occur in a variety of circumstances, including but not limited to the following:**

The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.

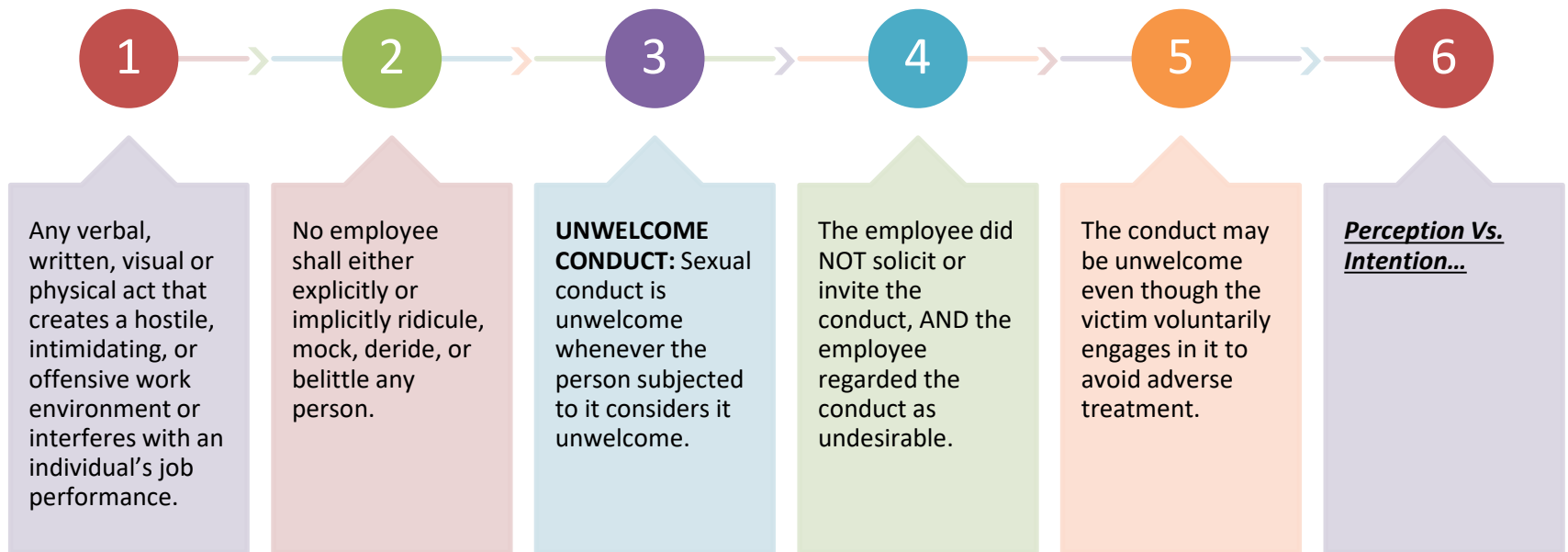
The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.

The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.

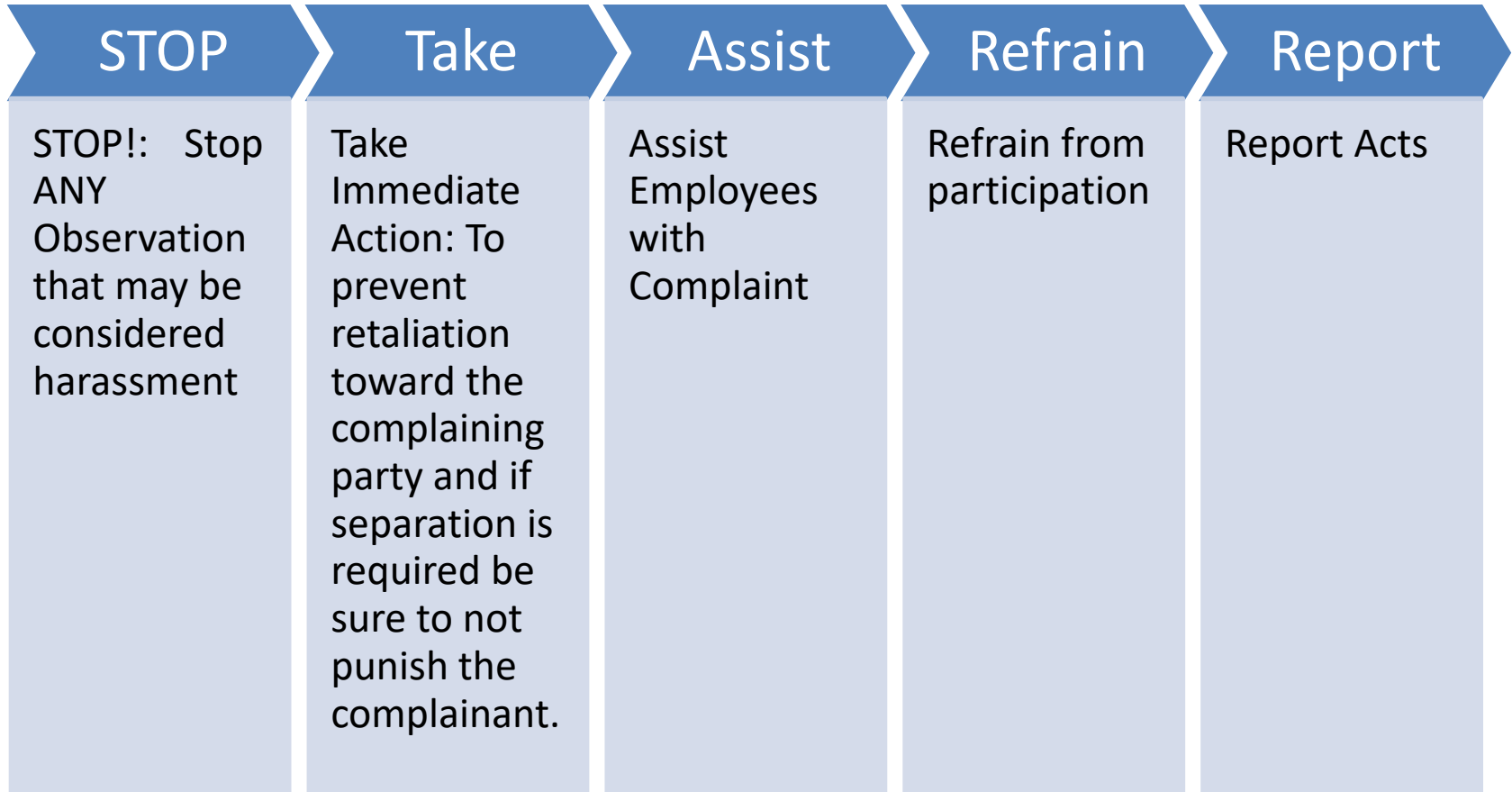
Unlawful sexual harassment may occur without economic injury to or discharge of the victim.

The harasser's conduct must be unwelcome.

# General Harassment & Unwelcome Conduct



# Administrator/Supervisor Responsibilities





## Employee Responsibilities

### Assist

Assist in Prevention: Each employee of this district is responsible for assisting in the prevention of harassment through the following acts:

### Refrain

Refrain from Participation: Refraining from participation in or encouragement of actions that could be perceived as harassment;

### Report

Report Act: Reporting acts of harassment to a supervisor

### Encourage

Encourage Reporting: Encouraging any employee who confides that they are being harassed or discriminated against to report these acts to a supervisor and/or Human Resources.



# Tangible Employment Action – Quid Pro Quo



Generally described as a refusal to submit to a supervisor's sexual advances which results in a tangible employment action



Employment actions based on the acceptance or rejection of unwelcome sexual behavior

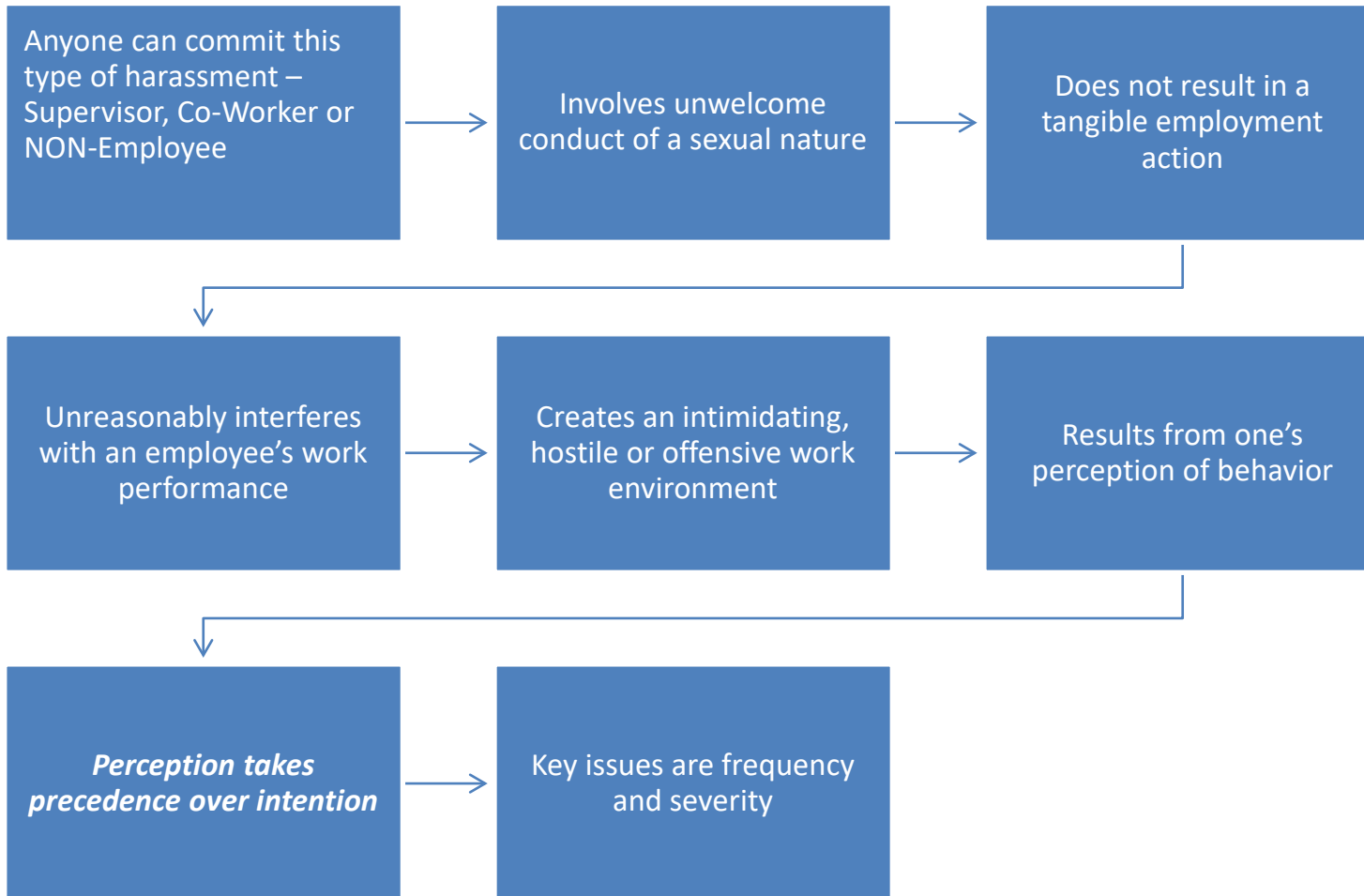


Occurs when a supervisor or someone in authority offers, or withholds, work-related benefits in exchange for sexually-related favors





# Hostile Work Environment



# Policy Verbiage

WASBO School District is committed to providing a professional work environment for its employees ... free from intimidation and harassment.

**ALL** WASBO School District employees are responsible for assuring that the workplace is free from harassment.

All Supervisors and Administrators, as part of their job requirements, are responsible for preventing and eliminating sexual harassment in their respective work areas.



# Anti-Harassment Policy

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Prevention is the best tool to eliminate Sexual Harassment– Training

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Review/Effective

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Supervisory Requirements

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Employee Requirements

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Complaint Procedures

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Confidentiality

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Retaliation is Forbidden

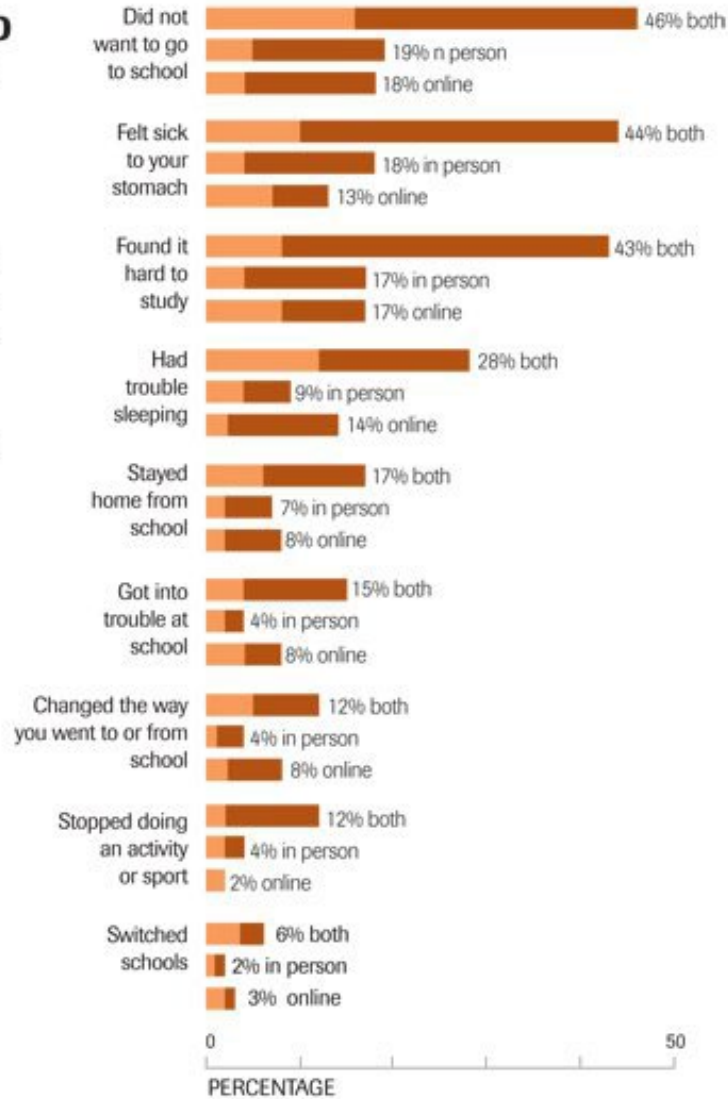
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Discipline

## Student Reactions to Sexual Harassment

To explore the impact of sexual harassment on students in grades 7-12, researchers surveyed 804 students who had experienced harassment either in person, online, or both. Their findings suggest that being harassed both online and in person compounds the effect on students.

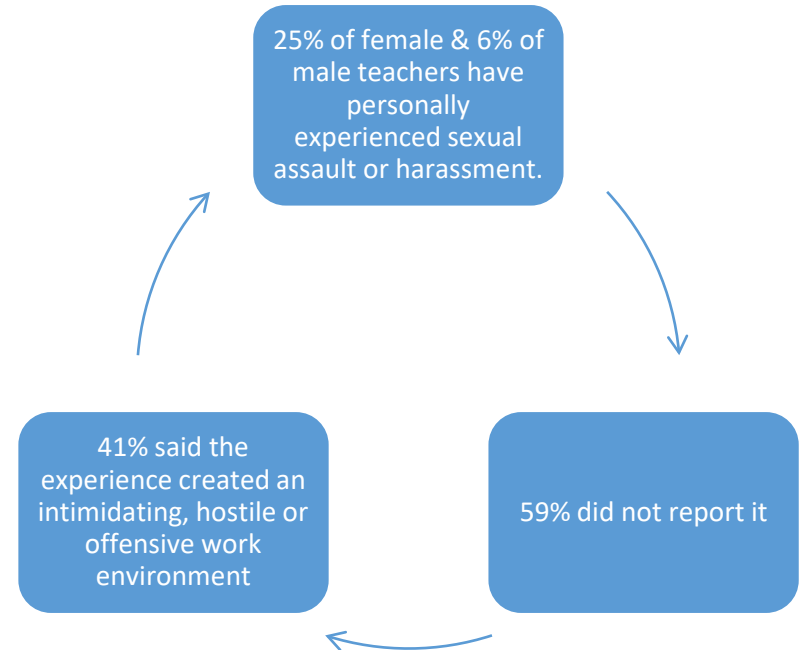
FOR A SHORT TIME  
 FOR QUITE A WHILE



SOURCE: American Association of University Women

# What the Numbers Say...

Most common forms of sexual harassment were unwanted flirting (69 percent), sexual jokes (67 percent), staring or winking (39 percent), and persistence in asking someone out after being told “no” (21 percent).



# Flirting VS. Sexual Harassment

## FLIRTING VS. SEXUAL HARASSMENT

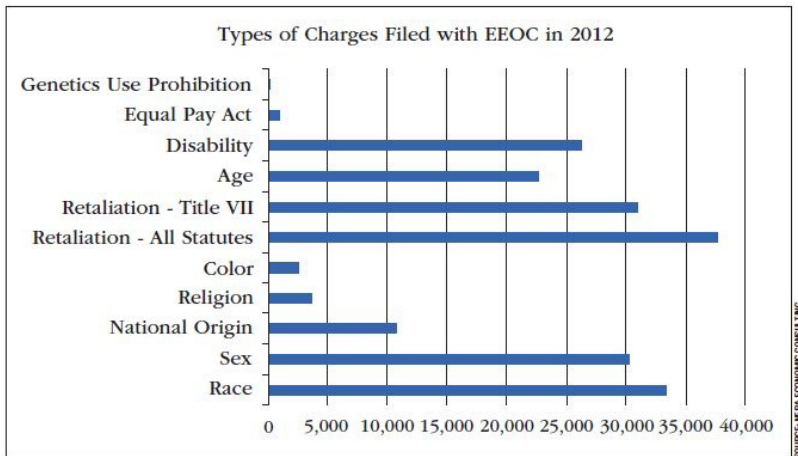
### Flirting

- Flirting is welcome attention.
- Flirting goes both ways.
- Flirting makes you feel attractive.
- Flirting makes you feel in control.
- Flirting makes you feel good about yourself.
- Flirting is legal.

### Sexual Harassment

- Sexual harassment makes us feel uncomfortable.
- Sexual harassment is one-sided.
- Sexual harassment feels degrading.
- Sexual harassment makes you feel powerless.
- Sexual harassment makes you feel bad about yourself.
- Sexual harassment is a violation of school rules AND is illegal.

# Retaliation Still A Problem



## Number of EEOC Discrimination Charges Filed

Retaliation	37,334
Race	35,395
Sex	28,534
Disability	25,742
Age	23,465
National Origin	11,833
Religion	4,151
Color	2,832
Equal Pay Act	919
GINA	245

Source: U.S. Equal Employment Opportunity Commission, 2011





# Traps & Landmines



District Culture



Supervisors that do not Follow Procedure- No Documentation



Do Not Overreact or Act Impulsively before the Investigation is Complete



Do Not Attempt to Change the Recipients Mind



Take EVERY Complaint Seriously



Fail to Properly Train Employees until a Complaints are Received

# Do Not “Justify” the Actions with These Words...

That’s how they do things where he comes from.

It’s just a joke. Lighten up.

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

It’s a matter of hormones. We can’t control that.

If we had to discipline every employee, we’d never get anything else done.

It’s just a prank that got out of hand.

Oh well, boys will be boys.

It’s just teasing – no big deal.

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

Why can’t you learn to accept a compliment?

He puts his arms around everyone.

“They” are too sensitive.

Just ignore it.



# Something to Think About ...

Remember the perceptions of others are more important than your intentions

If you wouldn't say it in front of your mom, spouse or children – Then DO NOT Say it at Work!

How would I feel if my spouse, parent, sibling or child saw or heard this?

I know I probably shouldn't say this, but...



**TOGETHER WE CAN  
MAKE A DIFFERENCE!**



# HAPPY VALENTINES DAY!

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