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How Widespread Is Sexual Harassment?

- About 70% of women and 20% of men have experienced sexual harassment
- About 15,000 sexual harassment cases are filed each year
- Charges of sexual harassment cost U.S. companies almost \$68 million each year
- Complaints filed by men have more than tripled in recent years



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Why You Need to Know

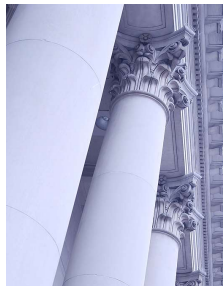
- We all have the right to fair treatment at work
- Sexual harassment harms everyone
- It undermines the trust and respect necessary for a productive work environment
- Men and women on every level may be harassers or victims



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Harassment and the Law

- Title VII
- The courts
- State law
- Equal Employment Opportunity Commission (EEOC)



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Harassment and the Law (cont.)

• EEOC defines sexual harassment as sexual conduct that is:

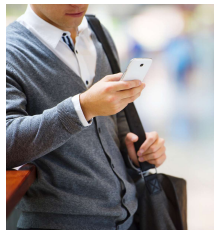
- Unwelcome
- Harmful
- Illegal



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Harassment and Social Media

- Inappropriate electronic material
- Suggestive messages
- Examples



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Is This Sexual Harassment?

A female employee wears miniskirts to work.

Is this inviting harassment?

NO

A female supervisor makes frequent comments about a male employee's physique.

Is this sexual harassment?

YES

A male supervisor makes frequent comments about a male employee's physique.

Is this sexual harassment?

YES



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Is This Sexual Harassment? (cont.)

Two co-workers forward each other off-color jokes they receive in e-mails.
Is this sexual harassment?

Maybe

An employee asks a co-worker out.
Is this sexual harassment?

NO

Two co-workers develop a personal relationship.
Is this sexual harassment?

NO



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Is This Sexual Harassment? (cont.)

An employee posts a swimsuit calendar in his work area.
Is this sexual harassment?

YES

An employee posts a male pinup in her work area.
Is this sexual harassment?

YES

A good customer makes provocative comments to employees.
Is this sexual harassment?

YES



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Sexual Harassment

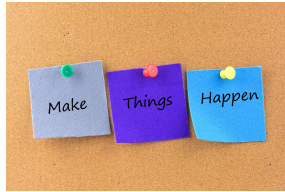
- Do you understand why it is important to know about sexual harassment?
- Do you think you can recognize examples of sexual harassment?



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Tangible Employment Action

- *Tangible employment action (quid pro quo)*
- Automatic liability if tangible employment action occurred



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Hostile Work Environment

- Severe or pervasive conduct (or both)
- Intimidating, hostile, or offensive displays



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Hostile Work Environment (cont.)



- Examples include:
 - Sexually explicit pictures, calendars, graffiti, or objects
- Regularly:
 - Using dirty words
 - Making sexual jokes
 - Using obscene gestures
 - Making rude comments of a sexual nature



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Who's Affected?

•Those who commit acts of sexual harassment, including:

- Employees at any level
- Clients or customers
- Members of the same sex



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Who's Affected? (cont.)

•Those who experience harassment, including:

- Direct targets
- Bystanders and witnesses



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Tangible Employment Action Or Hostile Work Environment?

•An employee is asked to talk about her raise with her supervisor after business hours at a romantic restaurant.

This is a tangible employment action.

•An employee brings a sexually explicit gag gift into work for a co-worker's birthday present.

This describes a hostile work environment.



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Tangible Employment Action or Hostile Work Environment? (cont.)

- A supervisor regularly uses obscene language when talking to his employees.

This describes a hostile work environment.

- An employee who appears to be “very close” to the boss always gets the easiest job assignments.

This is a tangible employment action.



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Sexual Harassment

- Do you understand the two main forms of sexual harassment—tangible employment action and hostile work environment?
- Is it clear who may be affected by sexual harassment in the workplace?



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What is Bullying?

- Bullying is generally defined as unwelcome behavior that occurs over a period and is meant to harm someone who feels powerless to respond.
- Bullying is about psychological power. An initial bullying incident occurs, and for whatever reason the target doesn't speak out.
- Over time, and as long as the target doesn't speak up, the bully will continue to push on the target more frequently and more aggressively until there is an understanding that the bully has power and the target does not. The abuse ultimately leaves the target feeling helpless.



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Examples of Workplace Bullying

- Being shouted at or humiliated
- Being the target of practical jokes
- Blame without justification
- Exclusion or social isolation
- Physical intimidation
- Excessive micro-managing
- Purposely withholding vital information



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Prevention: What We All Can Do to Help

- Provide a clear statement of our position against sexual harassment
- Promote compliance and prevention by defining responsibilities
- Protect your rights and foster respect for everyone



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Prevention: What You Can Do to Help

- Know and comply with workplace policy
- Address incidents of sexual harassment immediately



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Prevention: What You Can Do to Help (cont.)

- Support victims
- Cooperate with investigations



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Key Point To Remember

- Sexual harassment is prohibited by law and workplace policy
- It involves more than physical conduct; it can also be verbal or visual
- Sexual harassment harms us all
- You have the power to help prevent it



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Thank You

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