

+ Sexual Harassment Prevention Training



# Training Objectives:

Define sexual harassment

Understand the effects of sexual harassment on young workers

Distinguish between the different types of sexual harassment

Identify ways to address sexual harassment in the workplace



# Define Sexual Harassment



# + Sexual Harassment Defined

- By law, sexual harassment in the United States is defined as...

*Unwelcome* sexual advances,  
requests for sexual favors, and  
other verbal or physical conduct  
of a sexual nature

That has the purpose or effect...



- A. of creating an **intimidating, hostile or offensive work environment that is severe or pervasive**; or
- B. of unreasonably **interfering with an individual's work performance**; or
- C. otherwise **adversely impacts an individual's employment opportunities**





# Sexual Harassment May Include...

- Commenting on someone's attractiveness
- Making sexual jokes
- Spreading sexual rumors about a coworker



- Unwanted or inappropriate touching
- Sharing inappropriate texts or videos
- Discussing one's sex life in front of others

# + Behaviors That Are Prohibited:

Verbal



Visual



Physical



# Video Time



## ASSESSMENT

al, visual, or  
sexual nature  
**crasive** and  
ditions or  
environment.





# Discussion Question

Who can be a sexual harasser?



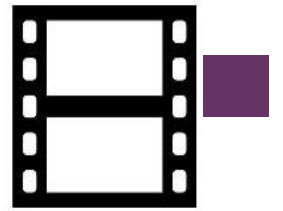


## Answer: **Anyone**



- Employees at all levels
- Non-Employees (customers, contractors, clients, or vendors)
- Members of the same sex or opposite sex (regardless of sexual orientation or gender identity)





# Third Party Liability



# Don't Be a Sexual Harasser!

Sexual harassment is taken *very* seriously and is *not* tolerated in workplaces.

If you sexually harass, you might:

LOSE YOUR JOB

RUIN YOUR  
REPUTATION

DETRIMENTALLY  
IMPACT THE LIFE  
OF ANOTHER

# Discussion Question

Who can be a victim of sexual harassment?





## Answer: **Anyone**



- Individual or individuals targeted by statements or actions (at all levels in the organization).
- Bystanders or witnesses not directly targeted ('third-parties')





# Effects of Sexual Harassment on Young Workers (*you*)



# *You* Are Easy Targets for Sexual Harassment



- Young, typically unmarried
- Part-time, seasonal, or free-lance positions
- Boss might be older than you: have more power
- Boss might be your age: extension of teen bullying
- May be too scared, embarrassed, or in need of a paycheck to speak up
- May not want to jeopardize future employment prospects
- Not invited to sexual harassment training at work
- Might “blur the line” between work life and social life



# Video Time



## Effects of Sexual Harassment

Effects of Sexual Harassment in the Workplace

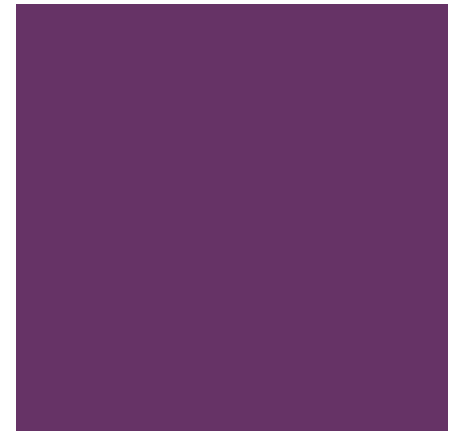


# Types of Sexual Harassment



1. Quid Pro Quo (QPQ)

2. Hostile Work Environment (HWE)



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**Quid Pro Quo**  
("Something for Something")

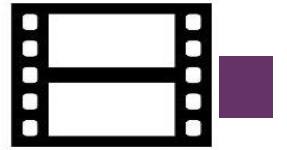
# Quid Pro Quo:

- Coercion to perform sexual acts in exchange for a favorable outcome (promotion, advancement, raise, bonus, etc.)

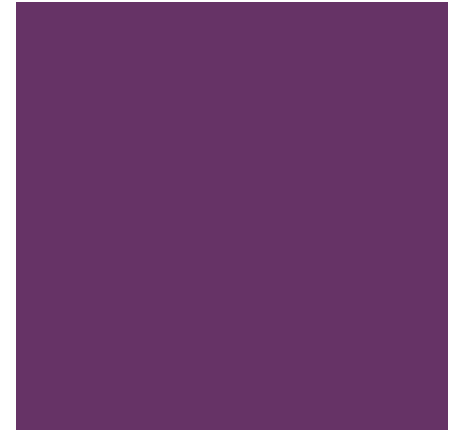
*Note: this can also occur when there is the threat of negative consequences when rejecting sexual advances*

- Occurs between someone in a position of authority and a subordinate





Quid Pro Quo



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## **Hostile Work Environment**

(The air at work is full of sexual references and it's impacting me)

# Hostile Work Environment:

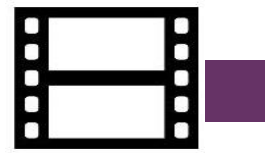
- An environment where frequent or pervasive sexual comments, advances, requests, or similar conduct occurs

*Note: this is not always sexual in nature; may include offensive or stereotypical remarks*

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- Often leads to decreased work performance and other negative outcomes

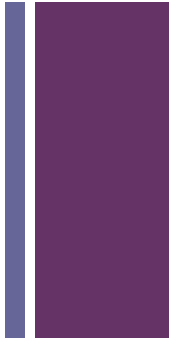




# Hostile Work Environment



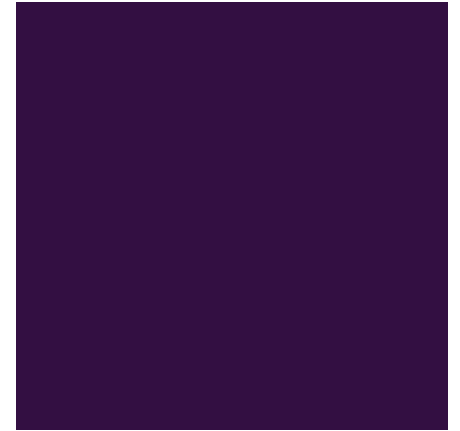
# + True or False?



- 1. If an employee is sexually harassed, they must have done something to invite it.**
- 2. Employees who wait weeks or months to report sexual harassment are probably just making it up.**
- 3. Most employees secretly enjoy it when other employees “come on” to them at work.**
- 4. Nearly all instances of sexual harassment would end if the employee simply told the person to stop.**



# Ways to Address Sexual Harassment in the Workplace



## + What To Do:



- **Confront** – if you feel comfortable directly intervening, speak up and confront the harasser
- **Document** – record details of the incident as this may be useful if you report the event
- **Report** – go to your supervisor or the human resources department
- **Talk** – speak to someone you trust for support

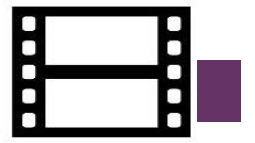
# + Retaliation is Against the Law

No form of retaliation (or "getting even") will be taken against any employee who officially reports sexual harassment.

## Examples of Retaliation:

- Making the person's work more difficult
- Purposefully changing work schedule
- Denying a pay raise or promotion
- Transferring to a less desirable position
- Engaging in verbal or physical abuse
- Spreading false rumors
- Poor performance review
- Firing





# Retaliation



# Training Take-Aways:

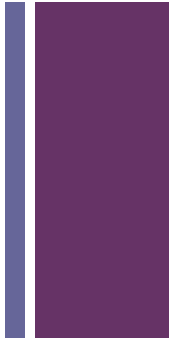
Define sexual harassment

Understand the effects of sexual harassment on young workers

Distinguish between the different types of sexual harassment

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# + To Summarize



## ■ **Quid Pro Quo**

- Coercion to perform sexual acts in exchange for a favorable outcome (promotion, advancement, raise, bonus, etc.)

## ■ **Hostile Work Environment**

- An environment where frequent or pervasive sexual comments, advances, requests, or similar conduct occurs

## ■ **Sexual harassment can appear in verbal, physical, and visual forms.**

- **Any form of sexual harassment (or retaliation for reporting it) is illegal and will have consequences.**
- **It is important to know how you can help prevent and report it...**

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# **Thank you - Please Complete an Evaluation of This Training**

- + Please clear your desks and turn off cell phones**

