Sexual Harassment Notes
Company Policy
(Is There A Policy?)
Elements of Policy

• A clear explanation of prohibited conduct

• Assurance that employees who make complaints will be protected against retaliation
Elements of Policy

- Assurance that the employer will protect the confidentiality of harassment complaints
Elements of Policy

- A complaint process that provides a prompt, thorough, and impartial investigation.
- Employer will take immediate and appropriate corrective action when harassment has occurred.
Steps to Avoid Lawsuits

- A sexual harassment/discrimination policy
- Different routes to file complaints
- Sexual harassment training
Steps to Avoid Lawsuits

• Yearly reviews on policy.
• Conduct a yearly sexual harassment survey among your employees.
Sexual Harassment Vs. Flirting

**Sexual Harassment**
- Makes receiver feel degraded
- Is illegal

**Flirting**
- Is reciprocal
- Is complimentary
- Feels positive
- Is legal
What if it happens to me…?

• If possible confront w/ witnesses. By confronting the harasser, you assert control over the situation.
  • Use the “I method”
  • 1. Describe behavior (VERY CLEARLY)
  • 2. How you feel
  • 3. Consequences/action (What you want to happen)
• Speak up and assert your rights to a respectful work/ school environment.
Examples of modified “I statements”

• Thank you for your help, (behavior) but I don’t like your hand rubbing against my arm. (feeling) Please remove it (action/consequence).

• When you share your sexual fantasies with me (behavior), it makes me very uncomfortable (feeling). Please stop doing that (action).
Office Romances

77% Say Office Romances Can Increase a Company’s Exposure to Sexual Harassment Lawsuits.
Office Romances

• 70% of all men & women have dated or married someone they met at work!
Guidance for Men

• Would you say or do it in front of your spouse or parents?
• **Would you say or do it in front of a colleague of the same sex?**
• How would you feel if your mother, wife, sister or daughter were subjected to the same actions?

9 to 5 guide to combat sexual harassment Bravo and Cassedy
A Little Guidance for Men

• How would you feel if another man said or did the same things to you?

• Does it need to be said or done at all?

9 to 5 guide to combat sexual harassment Bravo and Cassedy
Who to Call

• Bureau of Labor and Industries-Civil Rights Division Suite 1070 800 NW Oregon St. #32 (503) 731-4075 ext. 421
  • U.S. EEOC at 1-800-669-4000
  • Information on topic 731-4073
If I ignore it…it will go away
Why Women Don’t Complain

• I can’t take the risk, need the job, possible retaliation
• It’s easier to quit and find another job/ major. I’d rather avoid the conflict.
• Everyone will assume that I’m responsible, they will say I should not get myself into these situations.
• I’m afraid I will be labeled a trouble maker, or that I am bringing a malicious charge.
• Everyone will know at work/school no confidentiality.
On Campus

• **Sexual Harassment is not tolerated!**
  - RESPOND-make your feelings clear
  - CONFRONT-with someone present
  - RECORD-dates, times, places, who observed
  - REPORT- continuing harassment
• Who to call at LBCC
  - Diane Watson-Dean of students 917-4806
  - Counselors- 917-4780

LBCC’s Stop Sexual Harassment pamphlet