

SEXUAL HARASSMENT



SEXUAL HARASSMENT IS "BEHAVIOR CHARACTERIZED BY THE MAKING OF UNWELCOME AND INAPPROPRIATE SEXUAL REMARKS OR PHYSICAL ADVANCES IN A WORKPLACE OR OTHER PROFESSIONAL OR SOCIAL SITUATION." - OXFORD DICTIONARY

POLICIES

POLICIES MAY NOT SEEM LIKE THEY HAVE ANY POWER OR MEAN ANYTHING BUT THEY ACTUALLY CAN OFFER A LAYER OF PROTECTION IN LEGAL ACTIONS. THEY ALSO HELP REITERATE YOUR VALUES AND HOLD THOSE WHO PARTICIPATE IN SHARED SPACES ACCOUNTABLE FOR THEIR ACTIONS. IT IS IMPORTANT TO DRAFT A POLICY FOR SEXUAL HARASSMENT AND PUT IN PLACE PROTOCOLS FOR HOW TO HANDLE CERTAIN SITUATIONS. THESE TOOLS HELP DEFINE THE CULTURE OF SPACES.

SEXUAL HARASSMENT OF ANY KIND IS PROHIBITED OR NOT WELCOME UNDER ANY CIRCUMSTANCES WHATSOEVER

SEXUAL REMARKS TOWARDS ANOTHER OR ABOUT ONESELF IS PROHIBITED

SEXUAL TOUCH OR GRABBING OF ANOTHER OR ONESELF IS PROHIBITED

THE CONSEQUENCES OF GOING AGAINST OUR SEXUAL HARASSMENT POLICY WILL RESULT IN YOUR IMMEDIATE REMOVAL FROM OUR SHARED SPACE WITH NO ABILITY TO RETURN

COMMON FORMS OF HARASSMENT

VERBAL HARASSMENT — SUCH AS JOKES, EPITHETS, SLURS, NEGATIVE STEREOTYPING, AND UNWELCOME REMARKS ABOUT AN INDIVIDUAL'S BODY, COLOR, PHYSICAL CHARACTERISTICS, OR APPEARANCE, QUESTIONS ABOUT A PERSON'S SEXUAL PRACTICES, OR GOSSIPING ABOUT SEXUAL RELATIONS

PHYSICAL HARASSMENT — SUCH AS PHYSICAL INTERFERENCE WITH ONE'S ACTIVITIES, IMPEDING OR BLOCKING MOVEMENT, ASSAULT, UNWELCOME PHYSICAL CONTACT, LEERING AT A PERSON'S BODY, AND THREATENING, INTIMIDATING OR HOSTILE ACTS THAT RELATE TO A PROTECTED CHARACTERISTIC

VISUAL HARASSMENT — SUCH AS OFFENSIVE OR OBSCENE PHOTOGRAPHS, DRAWINGS AND GESTURES, DISPLAY OF SEXUALLY SUGGESTIVE OR LEWD OBJECTS, UNWELCOME NOTES OR LETTERS, AND ANY OTHER WRITTEN OR GRAPHIC MATERIAL THAT DENIGRATES OR SHOWS HOSTILITY OR AVERSION TOWARD AN INDIVIDUAL, BECAUSE OF A PROTECTED CHARACTERISTIC

SEXUAL HARASSMENT — THERE ARE TWO DISTINCT CATEGORIES OF SEXUAL HARASSMENT:

1. WHEN AN INDIVIDUAL'S SUBMISSION TO OR REJECTION OF UNWELCOME SEXUAL CONDUCT IS USED AS A BASIS FOR TRAINING DECISIONS AFFECTING THAT INDIVIDUAL; AND 2. WHEN UNWELCOME SEXUAL CONDUCT UNREASONABLY INTERFERES WITH AN INDIVIDUAL'S PARTICIPATION AT CAMP OR CREATES AN INTIMIDATING, HOSTILE, OR OFFENSIVE TRAINING ENVIRONMENT, EVEN IF IT DOES NOT LEAD TO TANGIBLE CONSEQUENCES.

SEXUAL PREDATION — SUCH AS ACTIVELY SEEKING OUT AN INDIVIDUAL OR INDIVIDUAL(S) WITH THE INTENTION OF SEXUAL RESULTS.

*HARASSMENT INCLUDES ANY AND ALL HARASSMENT BY AND BETWEEN ANY INDIVIDUALS, REGARDLESS OF THEIR IDENTITY OR STATUS WITHIN THE ORGANIZATION.