

*One Hour Webinar*

**What You Should Know**

# HIGH SEXUAL HARASSMENT STAKES

**What You Should Tell Others**

*Presented By*



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**Clarity &  
Confidence**

**Understanding  
Sexual  
Harassment**

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**Knowing The Laws & Actions**

**Understanding The Policies &  
Procedures in YOUR Organization**

**Sharing The Information With Others**

**Webinar Overview**



**APRIL IS...**

**Sexual Assault Awareness Month**

The logo for Sexual Assault Awareness Month features the words "Sexual Assault" in a large, bold, black sans-serif font. The letter "x" in "Sexual" is replaced by a teal awareness ribbon. Below "Sexual Assault", the words "Awareness Month" are written in a smaller, teal, sans-serif font.

**Sexual Assault**  
Awareness Month

**National Sexual Violence Resource Center  
(NSVRC)**

**[www.nsvrc.org/saam/about](http://www.nsvrc.org/saam/about)**

# DEFINING SEXUAL HARASSMENT

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that tends to create a hostile or offensive work environment.

Sexual harassment is a form of Sex Discrimination that occurs in the workplace. Persons who are the victims of sexual harassment may sue under Title VII of the Civil Rights Act of 1964 (42 U.S.C.A. § 2000e et seq.), which prohibits sex discrimination in the workplace.

- Comic humor disguising real attitudes - “It’s only a joke”
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**Gender Bias**

**Sexual Bias**

**Bigotry**

## What Fuels Sexual Harassment ?



# Who Is Most Impacted?

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**Women**



# POWER



Definition:  
Possession of  
control,  
authority, or  
influence  
over others

# SEXUAL HARASSMENT vs SEXUAL ASSAULT

Sexual assault includes rape, forcible sodomy (oral or anal sex), and other unwanted sexual contact that is aggravated, abusive, or wrongful (including unwanted and inappropriate sexual contact) or attempts to commit these acts.

Sexual assault and sexual harassment are not the same, although they are related to each other.

**Sexual harassment** is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.



**SEXUAL HARASSMENT or SEXUAL ASSAULT?**

**ROGER AILES - FOUNDER OF FOX NEWS**

**BILL O'REILLY - FOX NEWS SHOW HOST**



## **SEXUAL HARASSMENT or SEXUAL ASSAULT?**

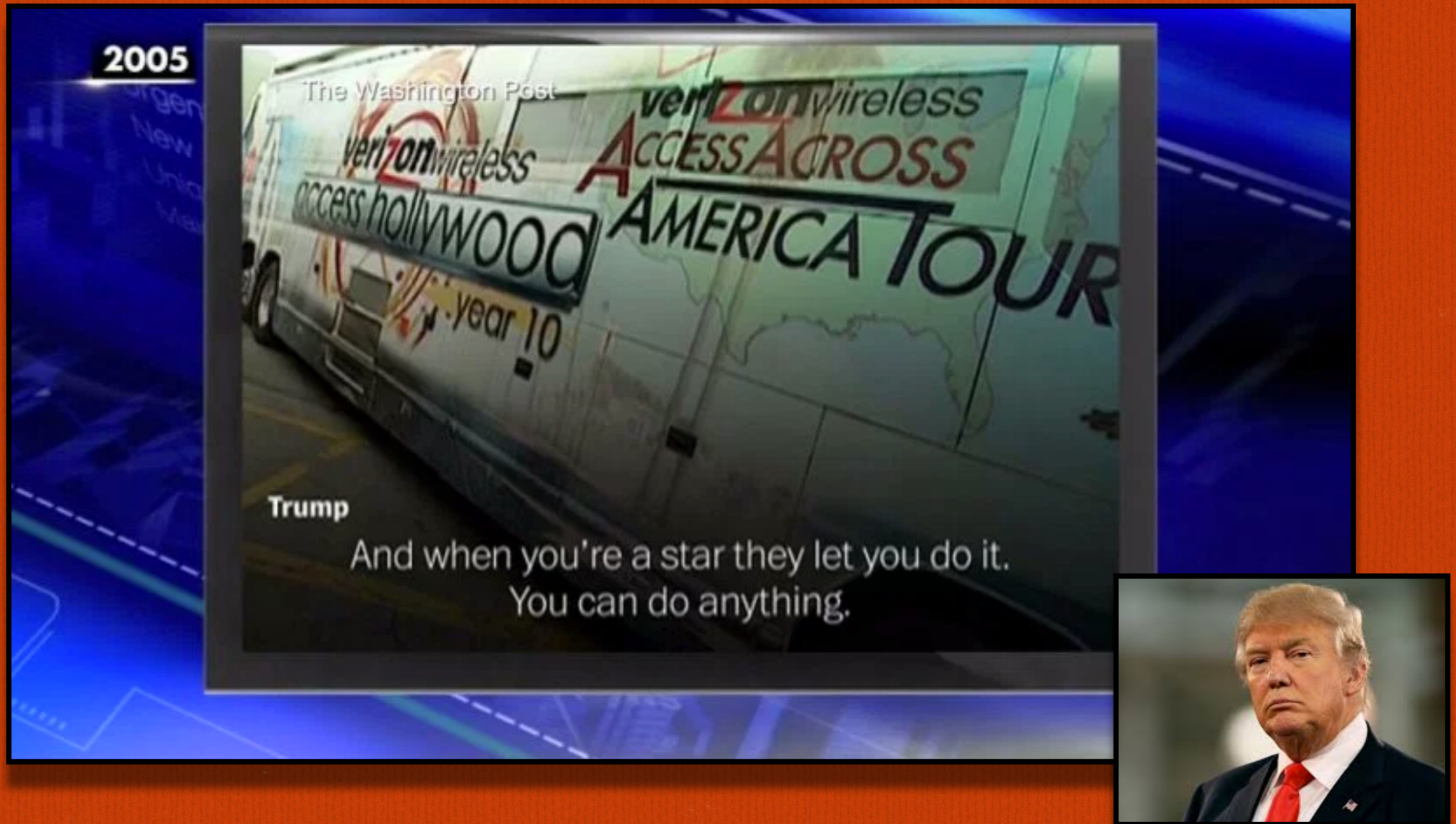


**Roger Eugene Ailes is an American television executive. He is the founder and former Chairman and CEO of Fox News and the Fox Television Stations Group, from which he resigned in July 2016 over sexual harassment allegations.**



**Over 60 advertisers have cancelled their television contracts on the Bill O'Reilly show on Fox News because of large cash settlements in sexual harassment cases involving O'Reilly. The network had quietly extend his contract, despite the court cases.**

# SEXUAL HARASSMENT or SEXUAL ASSAULT?

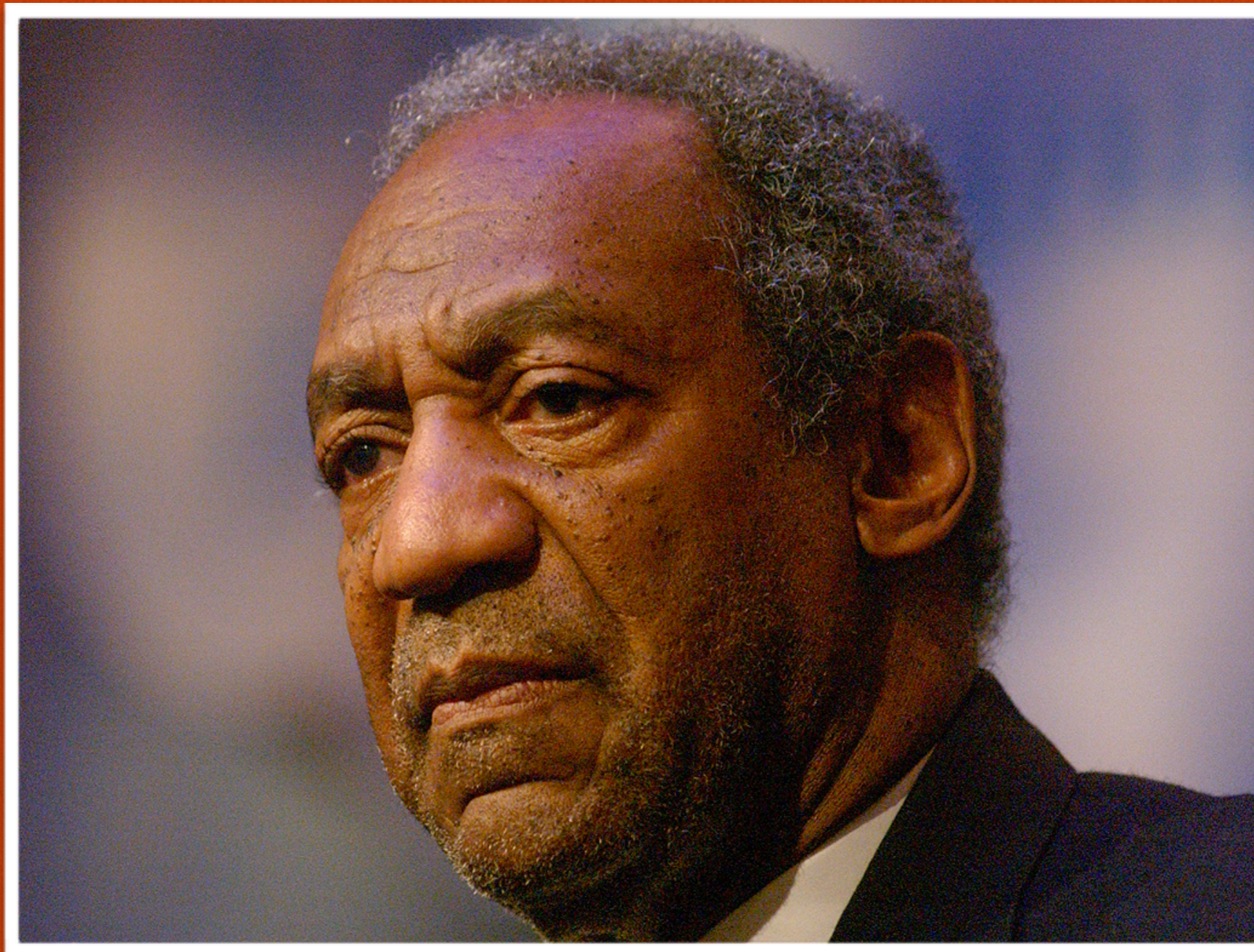


In October 2016, then presidential candidate, Donald Trump was caught making lewd suggestions about women during an audio taped conversation held by Access Hollywood. The conversation goes back to 2005 when Trump is caught talking with Billy Bush on an Access Hollywood bus.

# SEXUAL HARASSMENT or SEXUAL ASSAULT?



# SEXUAL HARASSMENT or SEXUAL ASSAULT?



# THE HUNTING GROUND

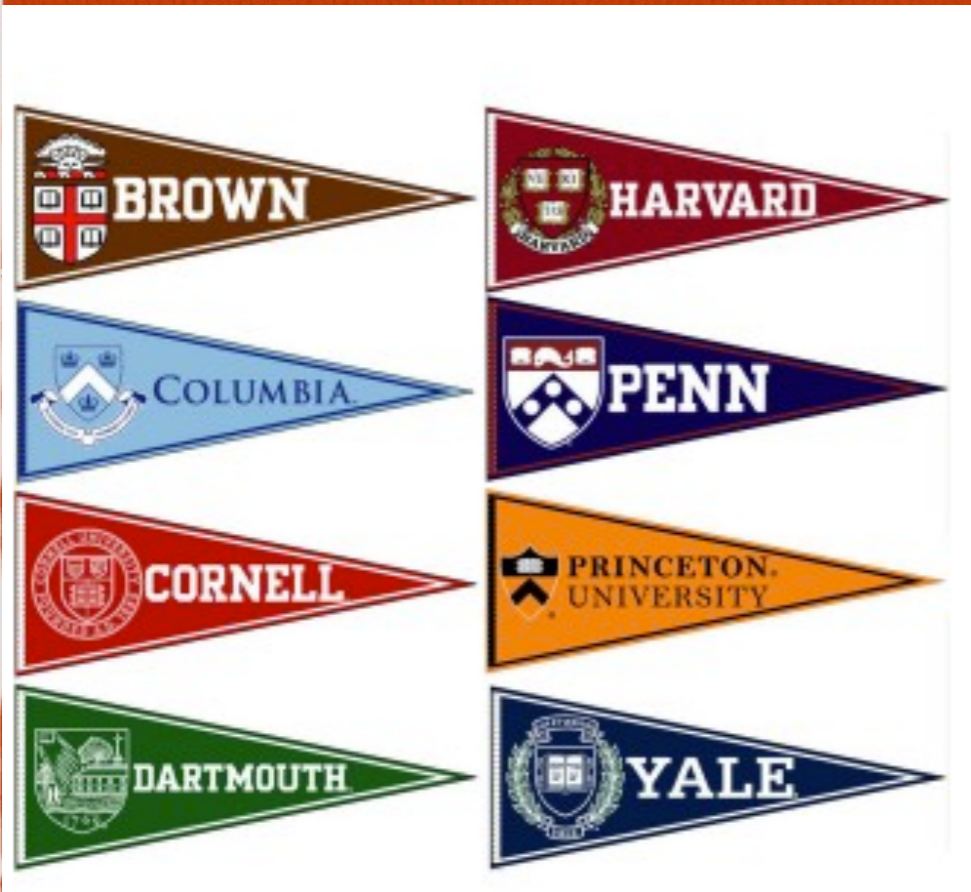


The **Hunting Ground** is a documentary film about the incidence of sexual assault on college campuses in the United States and what its creators say is a failure of college administrations to deal with it adequately. Written and directed by Kirby Dick and produced by Amy Ziering, it premiered at the 2015 Sundance Film Festival. The film was released on February 27, 2015, an edited version aired on CNN on November 22, 2015, and was released on DVD the week of December 1, 2015. Lady Gaga recorded an original song, "Til It Happens to You," for the film.

[www.thehuntinggroundfilm.com](http://www.thehuntinggroundfilm.com)

# 23%

Among female college students, 23% said they experienced some form of unwanted sexual contact -- ranging from kissing to touching to rape, carried out by force or threat of force, or while they were incapacitated because of alcohol and drugs, according to the new survey by the Association of American Universities (AAU). Nearly 11% said the unwanted contact included penetration or oral sex.



Source: <http://www.cnn.com/2015/09/22/health/campus-sexual-assault-new-large-survey/>

# SEXUAL HARASSMENT - THE FACTS



- 79% of victims are women
- 21% of victims are men
- 51% are harassed by a supervisor
- 12% receive threats of termination if they did not comply with their requests
- 26,000 people in the armed forces were assaulted in 2012



# SEXUAL HARASSMENT - THE PROCESS

**Title VII of the Civil Rights Act of 1964. Section 2000e (Section 703)**  
*Federal Law*



**U.S. Equal Employment Opportunity Commission (EEOC)**  
*Federal Enforcement Agency*



**Massachusetts General Law (G.L.) 151B**  
*State Law*



**Massachusetts Commission Against Discrimination (MCAD)**  
*State Enforcement Agency*

**OR YOUR STATE**

**OR YOUR STATE**

# SEXUAL HARASSMENT - RECOGNIZING IT

## Verbal

- Repeatedly asking someone out
- Requesting sexual favors
- Comments about clothing
- A person's body, sexual or gender- based jokes or remarks

## Visual

- Posters
- Pictures
- Drawings
- Screen Saver Cartoons
- Emails
- Text Messages of a Sexual Nature

# SEXUAL HARASSMENT - RECOGNIZING IT

## Physical

Assault

Impeding or blocking  
movement

Verbal

Threats

Spreading rumors  
about a person's  
personal or sexual life

Foul or obscene  
language Kissing

Hugging

Patting

Stroking or Rubbing

Sexual Gesturing

Staring or Leering

# TWO CATEGORIES



- **Quid Pro Quo**
- **Hostile Work Environment**

# EVERY ORGANIZATION'S GOAL



What You Should Know

# HIGH SEXUAL HARASSMENT STAKES

What You Should Tell Others

# THANK YOU!



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# **NEXT MONTH:**

**Workplace Issues & The LGBTQ Community  
I AM TRANSGENDER. PLEASE CALL ME A.....**

**WEDNESDAY MAY 17, 2017**

**3:00 PM - 4:00 PM EDT**

**Featuring Lillian Rivera**

**Director of Advocacy & Capacity Building**

**Hetrick-Martin Institute, New York City**

**What You Should Know**

**HIGH**

**SEXUAL HARASSMENT**

**STAKES**

**What You Should Tell Others**

**Q&A**