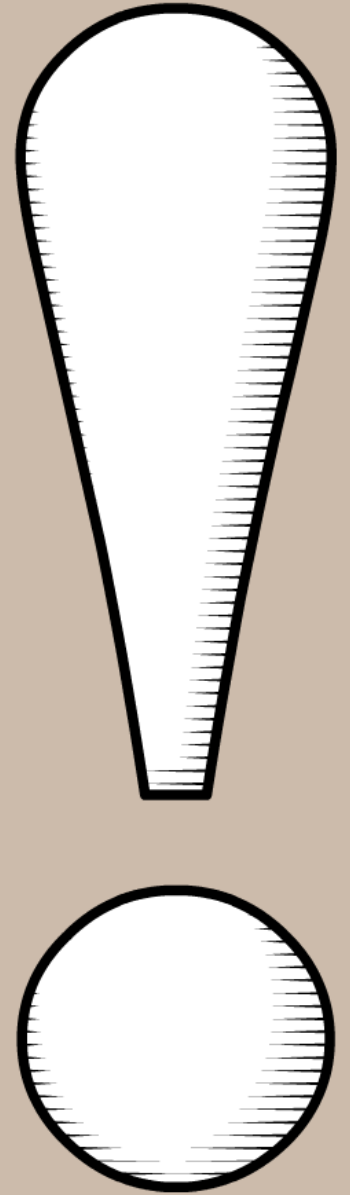


Sexual Harassment Awareness Training

Tips and Best Practices from the Experts

*Mature
Audiences
Only*



Audiences
Only



Is this sexual harassment?



#1



#2



#3



#4





#1



#2



#3



#4



**What is sexual
harassment?**

Two Basic Types of Sexual Harassment

Quid Pro Quo

A Demand for Sexual Favors



“Why don't you go out with me tonight, and we can discuss that promotion you have been asking about.”



"Why don't you go out with me tonight, and we can discuss that promotion you have been asking about."

Unwanted sexual advances which condition an employment benefit upon an exchange of sexual favors

This is the old-school style of sexual harassment and is now very rare

Two Basic Types of Sexual Harassment

Quid Pro Quo
A Demand for Sexual Favors

Unwanted sexual advances which condition an employment benefit upon an exchange of sexual favors
This is the old-school type of sexual harassment and is easier to spot

Hostile Work Environment

A work environment that becomes permeated with harassment such that it creates a hostile environment



Test

1. Unwelcome offensive sexual conduct



Harasser
Accoster

Based on gender or sex

Verbal Physical Visual

2. sufficiently severe or pervasive enough

No mathematically precise test

The greater the severity, the less the frequency

The greater the frequency, the less the severity

3. to alter the conditions of employment and

4. create an abusive environment

Not necessarily one-to-one

Hostile Work Environment

A work environment that becomes permeated with harassment such that it creates a hostile environment



Test

1. Unwelcome offensive sexual conduct



Harasser "Animus" or discriminatory intent
Accuser Objective + Subjective

Based on gender or sex

Verbal
written, digital comments or acts

Physical
sexual, inappropriate touching, contact, or any physical interference with work or employment

Visual
displaying sexual pictures, posters, or drawings

2. sufficiently severe or pervasive enough

No mathematically precise test

The greater the severity, the less the frequency;

The greater the frequency, the less the severity

3. to alter the conditions of employment and

4. create an abusive environment

Not necessarily one-to-one

Unwelcome



...ff:ic...tly...e

offensive

Harasser

"Animus" or discriminatory intent

Accuser

Objective + Subjective

sexual

Based on gender or sex

conduct

Verbal

epithets, derogatory comments or slurs

Physical



assault, impeding or blocking movement, or any physical interference with normal work or movement

Visual

derogatory posters, cartoons, or drawings



Verbal

epithets, derogatory comments or slurs

Physical

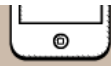


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Only



Is this sexual harassment?



#1



#2



#3



#4



#1



#2



#3



#4



Practical Tips

Training

- Preventing harassment starts at the top
- Training is not just to avoid legal liability
- Bystander training
- Workplace civility training

Adopt a Policy

- Define sexual harassment
- Procedure for filing complaint
- Consequences/disciplinary actions

Positive Work Place

- Create a culture where dialogue remains professional
- Co-workers can make a difference
- Awareness
- Stop improper conduct before it rises to the level of sexual harassment

Prompt Action

- Promptly notify HR
- Take these complaints seriously
- Begin investigation promptly
- Follow procedures set forth in policy

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