

Helping Clients Who Have Experienced

Workplace Sexual Harassment



Resources

- Presentation Slides
- Resourceful Links
- Additional Information

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Learning Objectives

- Understand the definition, prevalence and forms of sexual harassment
- Learn the responsibilities of workplaces and learning institutions
- Become informed about employment and legal factors
- Identify treatment implications and approaches



Sexual Harassment Includes:

- The making of unwanted & offensive sexual advances, remarks or acts.
- Unsolicited verbal or physical behavior of a sexual nature.
- Sexually motivated behavior considered offensive by the recipient.



#METOO



For some, #MeToo sexual assault stories trigger trauma not empowerment

by Sandee LaMotte, CNN

Updated 4:08 PM ET, Thu October 19, 2017



More from CNN



Someone is lying about that 'shithole' meeting. And I think I...



Matt Damon vows to 'close my mouth for a while' after backlash...

POLYVORE





Sexual Harassment

- Where/when does it occur?
- How does it differ from:
 - Sexual assault?
 - Sexual misconduct?



Sexual Harassment

- Prevalence
 - 1/4 women
 - 1/10 men
 - Minorities at higher risk
- Legal Implications
 - Illegal
 - Form of discrimination under Title VII of the US Civil Rights Act of 1964



Types of Sexual Harassment

- Quid Pro Quo
- Hostile Workplace Environment



Verbal Inappropriate Behaviors

- Derogatory/demeaning comments based on gender, sex & stereotypes
- Crude or offensive language, name calling or gender slurs
- Comments about clothing if also mentioning physical attributes
- Requests for sexual favors
- Repeated requests for dates
- Terms of endearment
- Sexual innuendos



Inappropriate Non-Verbal Behaviors

- Lewd hand gestures
- “Elevator eyes”
- Blowing kisses, licking lips
- Winking in a suggestive manner
- Touching or groping yourself in display of sexual innuendo
- Patting, pinching, or grabbing
- Unsolicited back rubs or clothing adjustments
- Cornering or blocking doorways/pathways
- Photos, drawings or cartoons of a pornographic sexual nature



Inappropriate Electronic Behaviors

- Sexting (messages/pictures/video with sexual content)
- Cyber stalking
- Harassment & threats via all forms of electronic communication:
- Email
- Messaging
- Online/intranet postings
- Social media



Sexism

- Definition
 - How does this occur?
 - Language
 - Opportunity/discrimination
 - Treatment/assigned tasks
 - Pay & benefits
 - What else?
- What can we do as treatment providers?



Anti-Harassment Trainings

- Regularly Update Company's Policies & Procedures
 - Standards and expectations
- Regular trainings
- Consultation to facilitate communication with Supervisors, HR, EAP & Legal
- Workplace culture implications



What Keeps People from Reporting?

- Shame
- Stigma
- Fear of not being believed
- Fear of retaliation
- Social implications
- What else?



Encourage Reporting

- Why?



Reporting Protocol

- Direct communication
- Followed by written email or memo
- Report to:
 - Direct supervisor
 - A department head
 - Human Resources
 - An Ethics Officer
- Anonymous reports are accepted



Empower the Bystander

Encourage Action

- Don't ignore the situation
- Say something right then
- Speak to the parties in private
- Seek help



Retaliation Prohibition on Reporting

- Whistleblower Act
- State Human Rights Act
- State Officials & Employee Ethics Act



Facilitate a Positive Workplace Culture

- Equality in treatment & opportunity
- Respect
- Civility
- Affirmation



Impacts of Sexual Harassment

- Mental Health
- Physical Health
- Functioning
 - Work
 - Home
 - Relationships



Clinical Considerations

- Trauma
 - Trauma History
 - Depression and suicidal ideation
 - Anxiety and panic attacks
- Self-Esteem
 - Empowerment
 - Assertiveness
- Substance Abuse



Clinical Considerations

- History of sexual abuse, assault or harassment
- Other stressors
- COVID-19
- Level of support
- Resilience and coping skills
- Keep good documentation



Treatment

- What would you NOT want to do in treatment?
- Approaches
 - Client-centered
 - EMDR and other trauma treatment protocols
 - CBT
 - DBT and mindfulness
 - Role play and assertiveness training
 - What else?
- Provide education, resources and support



Advocacy Resources

- Department of Human Rights
- Equal Employment Opportunity Commission (EEOC)
- Youth at Work, EEOC's website for youth in the workforce
- National Sexual Assault Hotline at 800.656.HOPE (4673) or chat online at online.rainn.org



What are you going to do now?

KEEP (doing)	START (doing)	STOP (doing)

Wrapping Up

- Q&A
- Evaluations
- CE Certificates



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Thank
You!



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