

Norteplace 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.













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

by Sandee LaMotte, CNN

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

















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



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













### 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 Pehaviors

- 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

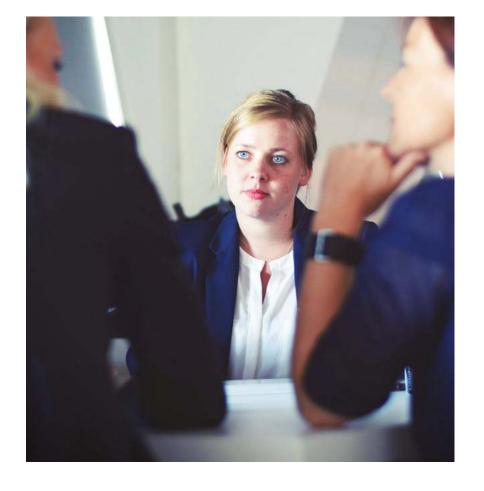






# What Keeps People from Reporting?

- 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







# Petaliation 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







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#### 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	START	STOP
(doing)	(doing)	(doing)





#### Wrapping Up

- Q&A
- Evaluations
- CE Certificates









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