

Preventing Harassment In Our Schools & workplace



There are several forms of harassment....

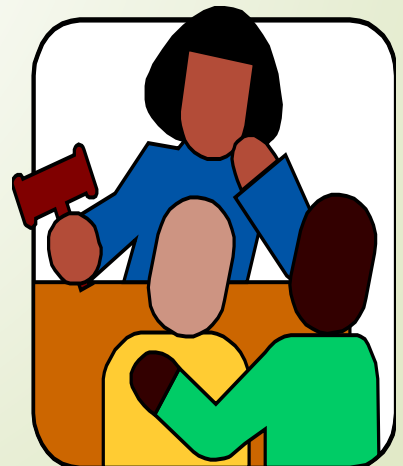
Harassment can be based on:

- Sexual Orientation
- Sex
- Race
- National Origin
- Disability
- Religion
- Color
- Age
- Marital Status

➤ Family Status

➤ Pardoned Convictions

All are illegal and a violation of civil rights!



Sexual harassment is the most common form of harassment in schools and in the workplace.



SEXUAL
HARASSMENT



What's your responsibility?

- As an employee of Window Rock Unified School District, you have a duty to provide a learning environment that is free of sexual harassment.
- As an employee you are obligated to foster a working environment that is free of sexual harassment.

Types of sexual harassment?

Quid Pro Quo

“ This for that”

When employment decisions or expectations are based on an employee's willingness to grant or deny sexual



Hostile Environment

- Where verbal and non-verbal behavior in the workplace focuses on the sexuality of another person or occurs because of a person's gender or other protected characteristic.
- Unwanted and unwelcome
- Affects the person's work environment



Verbal forms of sexual harassment may include....

- Sexual or gender based jokes or teasing
- Words such as “honey”, “sweetie” or “babe”
- Wolf whistles or other derogatory noises
- Rumors about a person’s sex life
- Comments about a person’s body
- Derogatory comments based on gender



Different types of sexual harassment such as....

Visual

- Obscene posters, cartoons, and pin-ups
- Computer graphics and obscene messages on computer bulletin boards.
- Offensive models, statues, and figurines
- Inappropriate clothing

Physical

- Inappropriately touching another person
- Grabbing and/or fondling
- Rubbing up against a person
- Messaging or stroking another person
- Stalking



Sexual harassment can also result from.....

- Staring
- Physical gestures that have a sexual connotation
- Suggestive looks and facial expressions that have sexual implications
- Blocking the pathway of another to make a sexual advance.

Examples:

Sexual harassment in the workplace

- Sharing sexually inappropriate images or videos
- Sending suggestive letters, notes, or e-mails
- Making inappropriate sexual gestures
- Inappropriate touching



Non-Sexual Harassment in the workplace

- Using racist slang, phrases, or nicknames
- Making negative comments about an employee's personal religious beliefs
- Sharing inappropriate images, videos, emails, letters, or notes
- Wearing clothing that could be offensive to a particular ethnic group





What do we know about sexual harassment?

1: Sexual harassment is most prevalent in (elementary, middle, or high) schools.
(choose one)

Answer:

2: Where in the school environment does most sexual harassment occur?

Answer:

3: What percent of girls experience some form of sexual harassment during their K-12 education?

Answer:

What do we know about sexual harassment? (continued)

A one-time comment, joke, or verbal innuendo does not constitute sexual harassment.

Answer: True Verbal forms of sexual harassment are considered least offensive but can become the basis for sexual harassment if comments are persistent.

The number of sexual harassment claims by males is increasing.

Answer: True

“I didn’t mean anything by it” is a valid defense to excuse offensive behavior.

False It is the impact, not the intent, that is important.


What constitutes sexual harassment?

- An act that is severe, persistent, or pervasive.
- Limits a student's ability to participate in, or benefit from, an educational program, or
- Creates a hostile or abusive environment.





A word of caution...

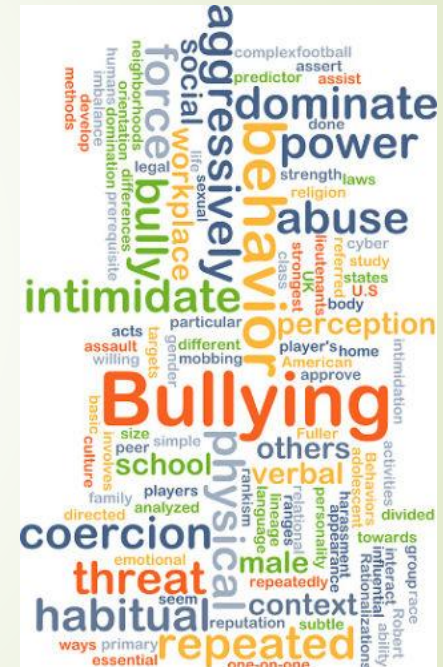
- Sexual harassment behavior can be a “career killer”.
 - Even unsubstantiated allegations can be very damaging.
 - Don’t take unnecessary risks!
- 



How does sexual harassment issues show up in schools.....

- Peer-to-peer sexual harassment among students.
- Sexual harassment behavior between school staff members including administrators.
- Inappropriate touching of students by teachers and staff members.
- Inappropriate behavior of coaches in athletic programs.

- Take prompt action and stop the harassment.
- Report all incidents to the appropriate school administrator.
- Provide the names of all parties involved and any witnesses
- Help document exactly what was said or done.



Remember that liability begins when nothing is done!

Hózhóogo Náásgóó Yíikah



Go Scouts!