

Sexual Harassment: Staff-to-Staff

Full Course

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Rich Media Level – Elevated

Pick up existing scenarios and interactivity from [\(2018-09-26\) SS Sexual Harassment: Staff-to-Staff \[Full Course \(New York\)\] \[ENUS\] \[US-NY\]](#).

For new scripted scenarios, the following actors are needed:

“Mel”

Diana: Hispanic woman in her 40s or 50s

Mel: Caucasian transgender man in his 20s or 30s

“The New Guy”

Caleb: Hispanic or Asian man in his early 20s

Dan: Caucasian man in his 40s

Ritu: Indian woman in her 20s or 30s

Your Human Resources Department

If you have questions involving the policies and procedures described in this training, contact your human resources department.

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Sexual Harassment Still Prevalent

Although we've long understood that sexual harassment is unlawful in the workplace, it's clear from news headlines that it's still prevalent.

That's why it's critical that employees understand the law regarding sexual harassment and know their role and obligations.

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The Impact of Sexual Harassment

Sexual harassment can have lasting effects for individuals, organizations and the community – including:

- psychological trauma and stress-induced symptoms for the victim
- a hostile work environment for employees
- damaged reputations
- negative publicity
- civil liability (and even)
- criminal charges

This is why workplaces can't take sexual harassment lightly.

Sexual Harassment Laws

Sexual harassment has been recognized in legislation and court rulings as a form of discrimination and is, therefore, illegal. Your employer is required by law to have a policy that forbids sexual harassment.

Important legislation that addresses discrimination includes:

- Title VI and Title VII of the Civil Rights Act of 1964
- Title IX of the Educational Amendments of 1972
- (the) Civil Rights Act of 1991 (and)
- comparable state laws – such as the California Fair Employment and Housing Act

Organizations and the Law

The U.S. Supreme Court and lower court rulings require employers to prohibit sexual harassment and take aggressive measures to investigate, document and correct it when it occurs.

An employer **may be** liable if an official with authority has (or should have) knowledge of sexual harassment, fails to act and displays deliberate indifference.

Employers that don't have and enforce a strong policy prohibiting sexual harassment can be sued, and public institutions can lose state and/or federal funding.



Sexual Harassment: Staff-to-Staff Introduction

Goal

This course is designed to provide employees with a basic understanding of sexual harassment and strategies to maintain a harassment-free environment in the workplace.

We will:

- define sexual harassment (and)
- discuss employees' responsibilities when it comes to sexual harassment and how to file a complaint

At the end of the course, you'll have a chance to test what you've learned with a short quiz.

So, if you're ready, let's begin.

Defining Sexual Harassment

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Sexual Harassment: Staff-to-Staff Defining Sexual Harassment

A Form of Discrimination

Individuals of any gender can be the target of sexual harassment.

In fact, sexual harassment may involve harassment of a person of the same sex as the harasser, regardless of either person's sexual orientation or gender identity.

That's because sexual harassment is a form of discrimination based on:

- sex or gender, including pregnancy, childbirth or related medical conditions
- gender identity
- gender expression (or)
- sexual orientation

Sexual Harassment

Although it doesn't have to be motivated by sexual desire, unlawful sexual harassment often includes unwanted or unwelcome behavior that's sexual in nature.

This includes:

- unwelcome sexual advances
- requests for sexual favors (and)
- other verbal, visual or physical conduct of a sexual nature



Types of Harassment

Sexual harassment usually takes two forms:

- quid pro quo (and)
- hostile environment

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Sexual Harassment: Staff-to-Staff Defining Sexual Harassment

Title IX

In education settings, the federal antidiscrimination law Title IX can also apply to workplace sexual harassment. In addition to quid pro quo harassment, Title IX prohibits:

- sexual assault
- dating violence
- domestic violence
- stalking (and)
- unwelcome conduct that a reasonable person would find so severe, pervasive and objectively offensive that it denies them equal access to an educational program or activity

Quid Pro Quo Harassment

Quid pro quo is Latin for “this for that.” In other words, something is given or withheld in exchange for something else, like when submission to sexual misconduct is explicitly or implicitly made a condition of employment.

Although it’s less common than hostile environment harassment, quid pro quo is what most people think of when they hear “sexual harassment.”

In quid pro quo harassment, a power imbalance exists between the two parties. One person has the power to grant or deny benefits to the other based on sexual behavior.



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Hostile Work Environment Harassment

A hostile work environment applies when unwanted sexual or gender-based behavior:

- creates an intimidating, hostile or offensive work environment (or)
- unreasonably interferes with an employee's work performance

Common examples include:

- content or images in the workspace
- comments or jokes (and/or)
- sending offensive emails or text messages; although some might perceive the content as humorous, this behavior could be considered hostile

Hostile Work Environment Harassment (cont.)

Hostile work environments can occur at all levels of an organization, involving administrators, supervisors, coworkers and even contractors.

An example of this might be a group of males routinely whistling and making suggestive comments about a female coworker to such an extent that she begins skipping work to avoid them.

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Hostile Work Environment: The Role of Courts

Courts determine whether a work environment is hostile or abusive by looking at all circumstances, including:

- the frequency and severity of the conduct
- whether it's physically threatening or humiliating (and)
- whether it unreasonably interferes with an employee's work performance or environment.

Courts also consider the reaction of a reasonable person in the victim's position.



A Single Severe Incident

A single severe incident can by itself constitute sexual harassment. For example, exposing one's genitals or physically fondling or groping a coworker is enough to create a hostile or abusive environment.

If, however, the conduct is less extreme – inappropriate jokes, for example – the courts look for a pattern of repeated, routine or generalized harassment.

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Other Factors

In addition, courts typically consider the following factors:

- whether the conduct was verbal, physical or both
- whether the alleged harasser was a coworker or supervisor
- whether others joined in the harassment (and)
- whether the harassment was directed at more than one individual

Witness to a Hostile Work Environment

Maria and Grace work in an open office environment and sit directly outside their supervisor Marco's office. Marco and Grace are both runners, so he often compliments her on her toned legs. He eventually tells her that she should wear more skirts so she can "show off all her hard work." He starts making more suggestive comments as the week goes on.

Maria overhears these daily interactions, which make her uncomfortable, even though she knows the comments aren't aimed at her. Maria comes to dread these conversations, so she often moves to the break room whenever Marco stops by Grace's desk. This has caused Maria to stay late several times to get her work done without interruption.



Sexual Harassment: Staff-to-Staff Defining Sexual Harassment

Knowledge Check

[question: What can Maria do in this situation?]

[type: choice]

[incorrect: Nothing; Maria can't make a hostile work environment complaint because the suggestive comments weren't directed at her.]

[correct: She can file a complaint of hostile work environment harassment because she witnessed the behavior.]

[placement: lo-end]

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Sexual Harassment: Staff-to-Staff Defining Sexual Harassment

Outcome

Maria has personally witnessed Marco's harassment of Grace and, therefore, can file a complaint of hostile work environment harassment and potentially sue Marco and her.

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Similarities Between Quid Pro Quo and Hostile Environment

There are some similarities between quid pro quo and hostile environment harassment.

Both forms of harassment are illegal. Employers must take action to stop, prevent, investigate and remediate both types of harassment.

In both types of sexual harassment, men can harass women or other men, and women can harass men or other women. The gender of the harasser and the victim make no difference.

Sexual harassment is still illegal.



Offensive Behaviors

Offensive behaviors that contribute to a hostile work environment can have devastating effects – not only on individuals in the workplace but on the organization as a whole.

Let's look at some of the behaviors that can be considered sexual harassment:

- verbal
- nonverbal (and)
- physical



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Verbal Sexual Harassment

Examples of verbal sexual harassment may include:

- threats or bribes for unwanted sexual activity
- sexual or derogatory comments and innuendos
- sexual jokes or rumors
- sexually suggestive sounds
- offensive graffiti
- spreading rumors
- letters, notes, telephone calls and other materials of a sexual nature (and)
- offensive emails, text messages, videos and social media posts

Nonverbal Sexual Harassment

Examples of nonverbal sexual harassment may include:

- ogling or leering
- pointing or winking
- stalking
- sexually suggestive gestures, facial expressions or bodily movement (and)
- taking, showing or distributing humiliating or degrading images of a sexual nature, including exploitative, suggestive or altered digital photos or video clips



Physical Sexual Harassment

Physical sexual harassment may involve actions such as:

- touching, groping, patting, pinching, stroking, squeezing, tickling or brushing against someone
- snapping someone's bra
- pulling down someone's pants or shorts, or flipping up or reaching under a skirt (and)
- attempting or committing a sexual assault (which is also a crime)



Sexual Harassment: Staff-to-Staff Defining Sexual Harassment

Interactivity Slide

[Desktop “hostile workplace” exploration: with stories, examples of online harassment, through email, chat client, notes, etc.]

Anonymous notes – that are often suggestive or lewd – are commonly reported in cases of sexual harassment and misconduct – often placed at a coworker’s desk or workspace.

Workplace chat clients are another popular method for sexual harassment and misconduct – largely in part to the private or direct message features. Content has involved sexual advances, jokes and other comments.

Altered or edited images are common in cases of sexual harassment in the workplace. Harassers will make and share these images often with sexual content and context as an attempt at humor at the expense of a targeted employee.

Sexual Harassment: Staff-to-Staff Defining Sexual Harassment

Interactivity Slide (cont.)

Emails continue to be a source of harassing behaviors – not just between employees, but external parties as well. Memos containing gender-based harassment also have been included in reports of hostile work environments.

Text messages, especially through various social media apps, are often reported as methods of sexual harassment – as employees share phone numbers and other contact information.

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Liability for Sexual Harassment

Victims of sexual harassment in the workplace can file a lawsuit. Whether the employer can be held liable, though, depends on the specific details and which law is invoked.

For example, an employee files a claim that their supervisor's harassing behavior has directly caused them to miss out on a promotion.

If a claim of sex discrimination is brought under Title VII of the Civil Rights Act of 1964 or under state law, then the employer would be strictly liable for the discriminatory behavior.

Claims filed under Title IX, however, now require the employing educational institution to have actual knowledge of the harassing behavior. This means that the Title IX coordinator or a designated official who has the authority to institute corrective measures was notified of the misconduct.

Sexual Harassment in the Workplace

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Sexual Harassment: Staff-to-Staff Sexual Harassment in the Workplace

Is It Really a Big Deal?

Sexual harassment is a serious matter. Negative effects can include:

- declining physical and emotional health
- reprimands or terminations
- workplace violence
- lawsuits (and)
- suicide ideation

Ignoring offensive behavior only perpetuates the problem and allows illegal, harmful and hostile situations to continue. That's why organizations are required to take action to prohibit, investigate and sanction sexual harassment.

Sexual Harassment: Staff-to-Staff Sexual Harassment in the Workplace

Everyone's Responsibility

Supervisors and managers have a clear obligation to report incidents of sexual harassment. (And) They're required to take prompt remedial measures if sexual harassment occurs.

But not all the responsibility lies with them. You're required to know and follow your organization's anti-harassment policy as well.

It will be similar to this one:

"All employees have a responsibility for keeping our work environment free of unlawful harassment and discrimination. Any employee who becomes aware of possible harassment or discrimination is obligated to report the matter to the organization and assist in our efforts to take prompt and effective remedial action."

Sexual Harassment: Staff-to-Staff Sexual Harassment in the Workplace

Taking Action

You should know your employer's policy on sexual harassment, including *how* and *where* to report an incident.

Report to the designated human resources official:

- if you have been sexually harassed
- if you know that another employee is being sexually harassed (or)
- if you believe that another employee may have been sexually harassed

When reporting, use caution and consider the personal and professional impact this might have on the alleged victim.

Sexual Harassment: Staff-to-Staff Sexual Harassment in the Workplace

Complaints and Investigations

Once you've reported a case of sexual harassment, a human resources administrator or designated official should document details regarding the incident and promptly investigate the complaint according to workplace policy.

This offers the best chance for a safe resolution for everyone.

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False Accusations

Could an investigation find the employee falsely accused?

Yes.

Managers must take allegations seriously and investigate fairly. The employer is required to conduct a prompt and unbiased investigation to ensure that the rights of the accuser and the reporting party and responding party are respected.

A manager who knowingly files a false report of sexual harassment may face disciplinary action and other consequences.



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Sexual Harassment: Staff-to-Staff Sexual Harassment in the Workplace

Filing a Complaint

In addition to reporting sexual harassment to your employer, you can also file a complaint with the EEOC, which enforces federal anti-discrimination laws. Charges must be filed within 180 or 300 days of the last incident of harassment.

The EEOC will look at all incidents of harassment when investigating the charge, even if the earlier incidents happened more than 180 or 300 days earlier.

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Best Practices

No one wants to have their words or actions interpreted as sexual harassment.

Let's examine some best practices that can help you avoid interactions that might lead to charges of harassment. A little common sense and courtesy will help ensure a comfortable workplace for everyone.

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Read the Signs

Read signs and clues.

It's not unusual for coworkers to have personal relationships that extend beyond work. However, if your coworker makes it clear that they're not interested in a personal relationship, respect their wishes – and *stop*.

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Watch Your Communication

Always think twice before clicking “send” on electronic communications.

This is particularly true of messages that aren't related to the business.

Remember that personal emails, texts, voicemails and social media posts are accessible forever – even if you think they are deleted.

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Be Mindful of Your Remarks

Be careful with your sense of humor and conversation.

Stick to jokes and topics that would be appropriate to a reasonable person.

Be aware of personal remarks about yourself or others. These can be a problem, especially if they refer to appearance or behavior. Keep your private life private and extend others the same courtesy.

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Personal Space and Boundaries

Consider personal space and boundaries.

Remember that touches can be interpreted differently by different people. Some people don't like to be touched at all. Handshakes are usually considered a polite gesture, but more intimate acts may not be.

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Scenarios

Sexual Harassment: Staff-to-Staff Scenarios

Talia

SCRIPTED SCENARIO

[Talia sits at desk at home/relaxed setting, half-involved with something she's checking on her computer.]

TEXT: "Notification: Nick just messaged you"

NICK: "glad you wore that dress today you looked great"

TALIA: "lol thanks?"

NICK: "should wear it again sometime"

[She ignores it, and continues to browse.]

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Talia (cont.)

TEXT: “Notification: Nick commented on one of your photos.”

TALIA: “hey I don’t wanna sound rude but would you mind if we just keep things professional?”

NICK: “wait what do you mean?”

TALIA: “ just making these comments on my clothes and photos you did it a few times already it just feels awkward since we work together you know”

NICK: “look i didn’t mean anything by that we keep it pretty low key in the office everybody’s friends there AND on here”

[Talia: closes her laptop in dismissive, mild disgust, gets up and walks away.]

Knowledge Check

[question: This situation could involve:]
[type: choice]
[correct: a hostile work environment]
[incorrect: a quid pro quo]
[placement: lo-end]

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Outcome

This situation could involve sexual harassment in the form of a hostile work environment.

Nick, a coworker, has been sending private, late night messages to Talia about how she looks in her clothes. He also has commented on some photos of her.

Talia has expressed discomfort in this pattern of behavior and asks Nick to stop, and to keep only professional communications with her.

Nick refuses by saying that many other coworkers accept this type of behavior.



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Sexual Harassment: Staff-to-Staff Scenarios

Marcus

SCRIPTED SCENARIO

[Nia and Marcus are finishing up a meeting.]

NIA: All right, so we'll just save that for next time. Sound good?"

MARCUS: Uh yeah absolutely.

NIA: Great. Oh and I almost forgot – just got an email from HR – we're supposed to be doing performance reviews for everyone over the next week or so.

MARCUS: Oh, OK.

NIA: How does next Friday sound?

MARCUS: Uh, that should be fine.

NIA: OK, cool, I'll schedule something for ... 7.

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Marcus (cont.)

MARCUS: uh I'm sorry – a.m. or p.m.?

NIA: Uh p.m. Figured we could talk about it over dinner somewhere. There are actually a lotta nice places popping up around here. Got anything in mind?

Marcus (*hesitant*): No ... but, uh ... do you think we could maybe do it during the day here at work?

Nia (*putting her phone away*) (*eyes shifting left to right, almost irritated*): Uh wwwwwhy ... do you have plans or something?

MARCUS: No, no, I – I'd just feel more comfortable if we did it during regular hours, you know ... in the office?

NIA: Well ... okay, but this is our busy time, right? And I'd rather we just focus on the stuff that *matters* during the day and save this HR performance stuff for later.

MARCUS: Yeah but I mean on a Friday night –

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Marcus (cont.)

NIA (*assuring, almost quiet*): Hey, Marcus, it's just dinner, alright? Get a few drinks, relax. And, we'll just ... work out this review stuff after dinner. Ok? (looks towards an office, putting her hand up) Alright I gotta go. I'll keep you posted.

MARCUS (*puzzled*): O-okay...

Nia leaves.

[Nia leaves. Marcus and Greg (coworker), are getting ready to leave a meeting room, gathering items, stacking papers.]

MARCUS: So, hey this is weird, but uh I'm *pretty* sure Nia just asked me out to dinner on Friday night.

GREG (*looking down at his papers, shuffling them*): Mmm. Performance review?

MARCUS (*surprised*): ... Yeah. How'd you know?

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Marcus (cont.)

GREG : (sigh) Uh huh. Happened to a few people on the team a couple years ago. Mostly with guys it seems like.

MARCUS(*guarded*): Really.

GREG : Yeah, and from what they told me, you better go along with it if you want a decent review.

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Knowledge Check

[question: Does this situation involve sexual harassment?]

[type: choice]

[correct: It's unclear]

[incorrect: Yes, definitely]

[placement: lo-end]

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Outcome

This situation could involve sexual harassment, though it is unclear.

Marcus's supervisor, Nia, has scheduled a performance review to take place on a Friday night over dinner.

When Marcus expresses discomfort, Nia persists, saying others have gone along with this.

Marcus's coworker tells him that this has been a regular occurrence for Nia and the employees who report to her. Despite it sounding like a date, it is known that in order to receive a good review, employees must comply with Nia's arrangement.

However, there has yet to be any kind of job-related impact, and nothing has happened to Marcus. In the court's eyes, this will not have crossed the line of quid pro quo. This is a situation that could escalate – or might be leading – to sexual harassment.

Mel

NARRATIVE B-ROLL

[Mel is casually interacting with with several coworkers in the office break room. He leaves with a cup of coffee and passes Diana who greets him by “Melonie.” He tries to maintain his composure, but it’s clear that it stings.]

Mel identifies as a transgender male. He recently told colleagues that he’s beginning the process of transitioning. He asked that coworkers call him by his new name and that he prefers male pronouns like “he” and “him.”

Over time, Mel’s coworkers become accustomed to his new name and appearance and make an effort to refer to him with masculine pronouns.

Diana, however, pointedly calls him “Melonie” every time she greets him and makes sarcastic comments like “nice stubble.”

Knowledge Check

[question: Does Diana's behavior qualify as sexual harassment?]

[type: choice]

[correct: Yes]

[incorrect: No]

[placement: lo-end]

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Outcome

In this case, Mel could claim sexual harassment because of Diana's negative comments and purposeful, repeated use of the wrong name and pronouns.

That's because sexual harassment is a form of discrimination based on sex, gender identity, gender expression or sexual orientation.

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Deanna

SCRIPTED SCENARIO

[Deanna walks into Maria's (supervisor, seated) office.]

DEANNA *(knocks on open door)*: Hey, is now still a good time?

MARIA *(looking up from computer)*: Hey Deanna, yeah that's fine.

DEANNA *(closing door, and moving towards a chair)*: Thanks.

MARIA *(shifting focus from screen to Deanna)*: So. .. what's up.

DEANNA *(anxious)*: Well, I don't know if you got that email - I forwarded it to you ... from that one client.

MARIA *(somewhat distracted)*: Uh yeah, yeah I saw that one. *(breathed laugh)* Kinda raunchy isn't it?

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Deanna (cont.)

DEANNA (*slightly irritated*): Yeah, that's the thing. This is like the third email and ... I don't know how many phone calls I've gotten like this.

MARIA (*nodding slightly disinterested*): Mmm. They all that bad?

DEANNA : Uh yeah, I mean it'll be anything from, like, these *gross* comments about my body or my voice to ... people straight-up trying to hook up with me.

MARIA Yeah ... Yeah.

DEANNA : So, is there like something we can do about this or...

MARIA : Well, I mean... not really. Can't really control what they say, you know.

DEANNA : Okay but I mean is this ... a thing? Like is everyone okay with this?

MARIA : Honestly, we're supposed to cater to them. And up to now that includes dealing with stuff like this.

Sexual Harassment: Staff-to-Staff Scenarios

Deanna (cont.)

DEANNA : I know but it's happening a lot more, for some reason. And it's making it a lot harder to want to pick up the phone –

MARIA (*interrupting, a little exasperated*): Look we're really trying to meet our goals here, alright? Getting a lotta pressure from management on that. And based on our latest numbers, you know – as a department, we *really* can't afford to be pushing back on stuff like this. So ... just try to tough it out, okay? Can't last forever.

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Knowledge Check

[question: This situation could involve:]
[type: choice]
[correct: a hostile work environment]
[incorrect: quid pro quo]
[incorrect: both]
[placement: lo-end]

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Outcome

This situation could involve sexual harassment in the form of hostile work environment.

Deanna has experienced repeated harassment when communicating with clients. Even though the harassment is not coming from the workplace, it still affects her and her work.

Deanna's supervisor chooses not to change anything since she feels the department needs to improve performance with the status quo, despite the harassing behavior that Deanna, and possibly others, have endured.



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Chris

VIDEO SCENARIO

SASHA: Hey Chris. You staying late again?

CHRIS (*looking up briefly, then eyes back to monitor, frustrated*): Mmhmm.

SASHA: Why? Everything just get busy all of a sudden?

CHRIS: (sigh) Sorta. Karen keeps giving me these last-minute projects. Annd, they're always conveniently due tomorrow morning.

SASHA: Really? How often she do this?

CHRIS (*through his teeth*): Mmm about two ... three times a week.

SASHA: Okay, but why just you? I never see anyone else here this late.

CHRIS (*focused on the monitor*): (sigh) Don't really wanna talk about it.

SASHA: I mean why doesn't she just spread these out to the rest of the department –

CHRIS (*interrupting*): Honestly, I think it's leverage ... OK? She's been out to get me for a while. I mean, all these things she's making me do. They're not even that important. She's just trying to see if I'll screw up so she can make a big deal about it.

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Chris (cont.)

SASHA: Wait, why? What does she have against you?

CHRIS (*looks up to see who's still in the office*) (*almost reluctantly*): Okay, couple months ago, she basically ... came onto me. It was at the work party, had a few drinks. Made a few passes at me ... and i just ignored it. And honestly I didn't think too much of it. Just thought it was a slip up or something.

But like maybe a week later she does it again. Right after work, I'm walking out of the office, and she stops me and starts asking ... you know ... what we should do this weekend.

SASHA: You're kidding.

CHRIS: Yeah, and she starts making these ... vague comments like "things'll be easier this way." (one beat) Uh and I just walked out. Didn't even say anything. And she's been treating me like crap ever since.

SASHA: That's... ridiculous. You should really tell HR or somebody about this.

CHRIS (*unsure*): Yeah, I mean, ... I don't know. We have to work together everyday. And everyone here likes her. If I say something, that's basically shooting down any chance I have for a career here. And just makes this whole thing even worse. Best thing I think is to just wait this out.

Sexual Harassment: Staff-to-Staff Scenarios

Knowledge Check

[question: This situation could involve:]
[type: choice]
[incorrect: a hostile work environment]
[incorrect: quid pro quo]
[correct: both]
[placement: lo-end]

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Outcome

This situation could involve sexual harassment in the form of either quid pro quo, or hostile work environment.

Chris has received multiple propositions from Karen, his supervisor.

When he refuses, she retaliates by making his work arrangements more difficult, giving him last-minute, menial tasks which require him to stay late to finish.

Chris is afraid to report because Karen is well-liked among upper management. And he feels it would negatively influence his chances to advance his career.



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The New Guy

SCENARIO (FLASHBACK)

[Caleb, Dan and Ritu work in an office environment. Scene includes small interactions in a conference room with others, in the break room, by his desk, etc.]

CALEB: I was excited to start this new job and was getting along with my coworker, Dan. But things started getting a little weird. At first, he'd just engage me in small-talk, but then it seemed like he was openly flirting.

I casually mentioned having a boyfriend so he would know I wasn't interested, but later he started telling raunchy jokes to see how I'd react. I tried to avoid him when I could, but he almost treated it like a game ... like if he could just wear me down, he'd get what he wanted.

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The New Guy (cont.)

I mentioned his behavior to my coworker, Ritu, and she told me that everyone knows Dan likes to hit on all the young guys when they first start. She said he's harmless and that he usually loses interest over time. She suggested I just lay low and ignore him.

(disappointed, anxious) I get that this is sort of an accepted thing around here. But it's making me really uncomfortable. And since I'm new, I'm not sure if I should even do anything. I guess I can just wait it out and deal with it like everyone else.

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Sexual Harassment: Staff-to-Staff Scenarios

Knowledge Check

[question: Does Dan's behavior qualify as sexual harassment?]

[type: choice]

[correct: Yes]

[incorrect: No]

[placement: lo-end]

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Outcome

This qualifies as sexual harassment, since Dan is exhibiting unwanted advances and behavior of a sexual nature and creating a hostile work environment.

What's worse is that Dan's coworkers have accepted this behavior as normal.

Caleb should consult with a supervisor or the human resources department to talk through his options.

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Alisa

SCRIPTED SCENARIO

[text]

SEAN: hey I have those reports ready

ALISA: awesome!! thanks Sean, really appreciate it

SEAN: np

you mind if I ask for something

ALISA: yeah sure what's up

SEAN: feel like going over them with me in my backseat?

just kidding lol

unless you're feelin it ;)

ALISA: Hey Seth, do you have a minute.

SETH: yeah, that's fine. So, what can I do for you?

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Alisa

ALISA: It's about Sean.

SETH: (sigh) what's goin on now...

ALISA: It's the... the comments. Again. And now he's hitting on me over the chatroom - I I just can't handle this anymore.

SETH: Hmm. Yeah, that's not good.

ALISA: Is there anyway I can be transferred to another team, so I don't have to work with him?

SETH: Uh ... I don't know about that, actually.

ALISA: (sigh)(reserved anger) Why not.

Sexual Harassment: Staff-to-Staff Scenarios

Alisa (cont.)

SETH: Well I'd consider it, but I mean, we need you *both* on the team. Just for the sake of a being an effective, uh cohesive, group.

ALISA: Okay, but this feels way more important than that.

SETH: Alright, (looks around) well between you and me, we need you, you know, as a woman, to stay on the team(?) – otherwise we're not in compliance with the diversity requirements. So ... do you think you could just, forget this one?

ALISA: (dumbfounded) But I- -

SETH: Honestly Alisa, if you really want to know what I think, you and Sean need to just work this out together. This doesn't really have much to do with work at this point, and we gotta focus on getting things done now.

Sexual Harassment: Staff-to-Staff Scenarios

Knowledge Check

[question: This situation could involve:]
[type: choice]
[incorrect: a hostile work environment]
[incorrect: quid pro quo]
[correct: both]
[placement: lo-end]

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Outcome

This situation could involve sexual harassment in the form of either quid pro quo or hostile work environment.

Alisa is being compelled to work with Sean, who has made repeated harassing comments towards her. In this instance, he propositions her in exchange for the work resources she requested.

When Alisa asks her supervisor for a transfer to another team, she is denied in order to preserve group work dynamics and maintain diversity requirements.

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Checkpoint

After taking this course, you should be able to:

- define sexual harassment

(and)

- recognize and act on sexual harassment in the workplace

Review these points and repeat this course, if needed.

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