StEP
Harassment Training
WHAT IS HARASSMENT?

- Illegal
- Against University Policy
Policy is included in STEP Orientation Package

Policy is posted in the Human Resources Office and on the HR Website – Administrative Policies.
SEXUAL HARASSMENT IS:

- Unwelcome sexual conduct or contact
- Inappropriate verbal or physical conduct based on gender
- Inappropriate from the perspective of a reasonable person
THERE ARE TWO TYPES OF SEXUAL HARASSMENT
QUI D PRO QUO

The Latin term meaning “something for something”; requests for dates or sexual favors in exchange for employment, promotions, raises or assignments.”

Only a supervisor or manager can commit quid pro quo harassment.
EXAMPLES OF QUI D PRO QUO

The demand for sexual favors in return for job benefits can be:

- **Explicit**

  "If you have sex with me then I’ll give you a raise.”

- **Implicit**

  Your manager makes repeated requests for dates, dinner or other romantic requests. You say “no” and then are passed over for a promotion that you deserve.

The job benefits at issue must be tangible, e.g. promotion, job retention, leave, or a specific job assignment and the requested behavior must be of a sexual nature.
HOSTILE WORK ENVIRONMENT

“Behavior of a sexual nature or gender based that interferes with an individual’s ability to work or creates a hostile, offensive or intimidating work environment.”
DID YOU KNOW???

- Men can harass men
- Women can harass women
- Women can harass men
- Superiors can harass subordinates
- Subordinates can harass supervisors
- Peers can harass peers
- Non-employees (i.e. vendors, students) can harass employees
EXAMPLES OF VERBAL HARASSMENT

- Referring to an individual as hot, hunk, babe, doll etc…
- Whistling at someone; cat calls
- Making sexual comments about a person’s body, looks or clothing
- Making sexual innuendoes
- Telling sexual jokes, stories or fantasies
EXAMPLES OF NON-VERBAL HARASSMENT

Staring, suggestive looks, looking a person up and down (elevator eyes)

- Unwelcome touching (i.e. back rubs, hugging), or grabbing

- Standing too close

- Unwelcome notes, gifts, mail, email

- Displaying gender specific materials
UNLAWFUL HARASSMENT IS:

- Harassment based on race, religion, color, creed, age, national origin or ancestry, sex, marital status, physical or mental disability, or sexual orientation.
UNLAWFUL BEHAVIORS

Behaviors which may constitute unlawful harassment are:

- epithets
- slurs
- negative stereotyping
- intimidating or hostile acts
- denigrating jokes
- display or circulation in the workplace of written or graphic material that denigrates or shows hostility or aversion toward an individual or group
- failure to provide equal consideration, acknowledgement or access to educational or professional opportunities
“HEY, IT’S JUST A JOKE.”

- Rules that prohibit disparaging remarks includes jokes associated with race, gender, ethnicity, religion and other protected categories. These rules must be applied and enforced consistently, no matter who may be involved.

- The impact of a joke outweighs the intent of the individual(s) involved in the behavior.
Many potential harassment claims are avoided through simple communication.

Tell the person you are uncomfortable with their behavior or are offended by their comments, pictures, etc.

Often, a “harasser” is unaware of the impact of their behavior or comments.
REPORT SUSPECTED HARASSMENT

- To your Supervisor
- Jim Earle, VP for Student Affairs
- Sharon Burke, Human Resources Director
- Do not talk about this only with a peer

You can use any or all of these to report suspected harassment
CONFIDENTIALITY

Will keep a complainant as confidential as possible. However, a certain amount of disclosure is required in order to conduct a thorough investigation, but will be limited to only those individuals that are pertinent to the investigation.

Franklin Pierce University takes these matters very seriously and will not tolerate any retaliation towards you for making this complaint.
FACING MY ACCUSER

Investigating a sexual or other unlawful harassment complaint is an internal, employment action. The person against who the complaint is lodged does not have a right to face his/her accuser. They do not even have a right to know who the accuser is.
YOUR RESPONSIBILITY

• Act as a role model in behavior and attitude

• Expect professionalism from employees in the workplace

• Do not engage in or encourage dialogue or joking that is sexual or discriminatory in nature
THINK TWICE!

- Do I treat people I work with as equals?

- Do I say or do anything relating to protected groups/persons that I would not say or do in their presence?

- If a remark or action was directed at me mainly because of something that distinguished me from others, would I appreciate the comment?

- Would I want what I say or do to appear in the local newspaper or on the TV news?
QUESTIONS:

Should you have any questions please feel free to contact:

Sharon Burke, Human Resources Director at ext. 4077 or burkes@franklinpierce.edu.