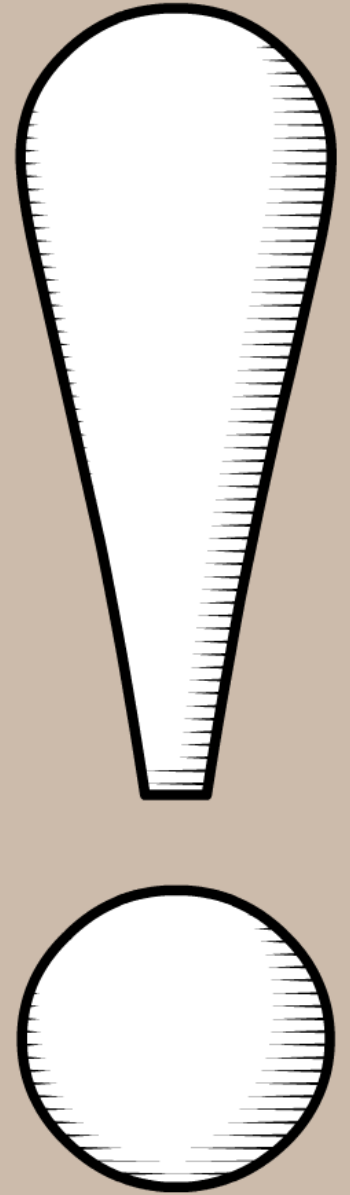


# **Sexual Harassment Awareness Training**

*Tips and Best Practices from the Experts*

*Mature  
Audiences  
Only*



Audiences  
Only



# Is this sexual harassment?



#1



#2



#3



#4





# #1



# #2



# #3



# #4





Audiences  
Only



# Is this sexual harassment?



#1



#2



#3



#4



**What is sexual  
harassment?**

# Two Basic Types of Sexual Harassment

---

# Quid Pro Quo

*A Demand for Sexual Favors*



*“Why don't you go out with me tonight, and we can discuss that promotion you have been asking about.”*



*"Why don't you go out with me tonight, and we can discuss that promotion you have been asking about."*

Unwanted sexual advances which condition an employment benefit upon an exchange of sexual favors

*This is the old-school style of sexual harassment and is now very rare*

# Two Basic Types of Sexual Harassment

Quid Pro Quo  
*A Demand for Sexual Favors*

Unwanted sexual advances which condition an employment benefit upon an exchange of sexual favors  
*This is the old-school type of sexual harassment and is easier to spot*

## Hostile Work Environment

*A work environment that becomes permeated with harassment such that it creates a hostile environment*



## Test

1. Unwelcome offensive sexual conduct



Harasser  
Accoster

Based on gender or sex

Verbal Physical Visual

2. sufficiently severe or pervasive enough

*No mathematically precise test*

*The greater the severity, the less the frequency*

*The greater the frequency, the less the severity*

3. to alter the conditions of employment and

4. create an abusive environment

*Not necessarily one-to-one*

# Hostile Work Environment

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# Test

1. Unwelcome offensive sexual conduct



*Harasser* "Animus" or discriminatory intent  
*Accuser* Objective + Subjective

*Based on gender or sex*

*Verbal*  
verbal, suggestive comments or acts

*Physical*  
sexual, suggestive touching, gestures or physical contact, or other physical contact

*Visual*  
displaying pictures, posters, or drawings, or other visual displays

2. sufficiently severe or pervasive enough

*No mathematically precise test*

*The greater the severity, the less the frequency;*

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*Not necessarily one-to-one*

# Unwelcome



...ff:ic:otly...

# offensive

*Harasser*

"Animus" or discriminatory intent

*Accuser*

Objective + Subjective

# sexual

*Based on gender or sex*

# conduct

## *Verbal*

epithets, derogatory comments or slurs

## *Physical*



assault, impeding or blocking movement, or any physical interference with normal work or movement

## *Visual*

derogatory posters, cartoons, or drawings



# *Verbal*

epithets, derogatory comments or slurs

# *Physical*



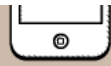
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# Is this sexual harassment?



#1



#2



#3



#4



# #1



# #2



# #3





# #4



# Practical Tips

## *Training*

- Preventing harassment starts at the top
- Training is not just to avoid legal liability
- Bystander training
- Workplace civility training

## *Adopt a Policy*

- Define sexual harassment
- Procedure for filing complaint
- Consequences/disciplinary actions

## *Positive Work Place*

- Create a culture where dialogue remains professional
- Co-workers can make a difference
- Awareness
- Stop improper conduct before it rises to the level of sexual harassment

## *Prompt Action*

- Promptly notify HR
- Take these complaints seriously
- Begin investigation promptly
- Follow procedures set forth in policy

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