

Sexual Harassment

San Jose Police Communications

Group Activity





CNN

What types of behaviors would be considered Sexual Harassment?

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- _____

- _____

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- _____

- _____

If you're not sure about your behavior what question should you be asking yourself?

What not to do



4 categories of Sexual Harassment

- _____
- _____
- _____
- _____

Sexual Harassment refers to behavior that is:

- Unwelcome
- Personally offensive

Which creates an intimidating, hostile or offensive work environment

Key point which makes certain behavior sexual harassment

- The complainant's **interpretation** of the behavior regardless of the person's intent behind the behavior
- If you think you are being humorous it could be considered offensive

Sexual Harassment Definition

- Unwelcomed & unwanted sexual advances
- Requests for sexual favors
- Other verbal or physical conduct of a sexual nature

*Interferes with an individual's work performance or creates an intimidating, hostile, offensive working environment.

*For sexual harassment behavior **must** be:

- Sexual in nature
- UNWANTED

2 categories/types of Sexual Harassment

- _____

- _____

12940 Government Code

Unlawful practices in the workplace

- Sexual Harassment is an unlawful employment practice
- Employer responsibilities in taking a corrective action against sexual harassment

Illegality of Sexual Harassment

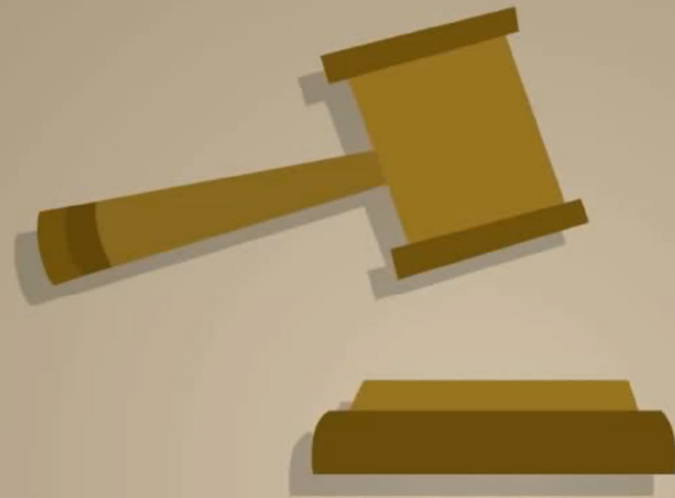
- Mandates distribution of information of illegality of Sexual Harassment
- Protects against retaliation for filing a complaint

Abuse of power position

- Requesting a date or sex
- Excluding an employee from work related activities
- Subservient status (“Get me a cup of coffee”, etc)
- Patronizing (Honey, Babe)
- Not reporting someone who is harassing

What can I do to get the harasser to STOP?

- Ask them to STOP
- Tell your supervisor (*What if your supervisor is the problem?*)
- Report to Affirmative Action Liaison/Office
- File complaint with EEOC
- File a lawsuit



GoAnimate
Go Make Your Own

Bottom Line

- **ETHICALLY WRONG**
- **COUNTERPRODUCTIVE**
- **ILLEGAL**