

Sexual Harassment

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What you need to know..

Objective

By the end of the lesson, you will be able to

- Define consent,
- define sexual harassment,
- discuss what sexual harassment looks like,
- and know the steps to safely report harassment so all people involved can get the help and support they need.

FUHSD Community Statement

The Fremont Union High School District is a community where all students should feel safe, welcome and included. We are here to learn and support each other regardless of our differences, regardless of labels.

We can do this by:

- Showing respect for others as individuals by learning and using their correct names and pronouns
- Providing room for each person to explore their own identities and allowing others to define their own identities and to speak for themselves
- Supporting an atmosphere of learning and growth
- Respecting confidentiality

How do you define consent?

Consent

Consent is...

permission or a
mutual agreement
about something

Sexual Consent

- 1) Both partners are **18 or older**
(in CA)
- 2) Both partners are **sober**
(not drunk or high)
- 3) Both partners **clearly agree**
("Yes!")

CONSENT is:

1. **Active**   2. **Equal Power** 

Just because a partner didn't say "no" doesn't mean they have given consent. Ask, because only "YES" means "YES."

If someone is underage, drunk, asleep or in another vulnerable position, they cannot consent.

3. **Choice**  4. **Process** 

We must make sure our partners feel free to say "yes" or "no" without pressure. If we aren't willing to take "no" for an answer, consent cannot happen.

Consent requires ongoing conversations with lots of trust. Just because someone says yes to making out doesn't mean they want to do anything else. You can change your mind at any time.

Respect your dating partners.
Be someone who asks, listens, and cares about consent.

Video: Sexual Harassment and Title IX

Let's review through scenarios...

Scenario 1

Kiran and Justin are on the same sports team. They are practicing on the field and notice Asha. They begin gossiping and making sexual comments regarding her body. As she walks by them, Kiran yells an unwelcome and inappropriate sexual comment at Asha.

Discussion

- Is this sexual harassment?
- What are Asha's options?
- Is Justin responsible for Kiran's actions?
- What are Justin's options?
- Are there consequences to Kiran's actions?

Debrief

- **Is this sexual harassment?** Yes. Asha may have experienced this interaction as sexual harassment as it makes her feel unsafe on campus.
- **What are Asha's options?** Report the comment: at the time to an adult who is present or at a later time to a trusted adult on campus.
- **Is Justin responsible for Kiran's actions?** Although Justin did not yell a comment to Asha, he did engage in making sexual comments with Kiran. This behavior contributes to an unsafe campus environment.
- **What are Justin's options?** Report the comment: at the time to an adult who is present, at a later time to a trusted adult on campus
- **Are there consequences to Kiran's actions?** Yes. This behavior contributes to an unsafe campus climate. Next steps could include disciplinary action from a campus administrator and support from a school-based therapist.

Scenario 2

Ajay and Mika are dancing together at Winter formal. Ajay slides his hand down Mika's waist to her backside. Mika moves Ajay's hand back up, saying that she does not want him to touch her that way. Ajay insists and slides his hand back down. This makes Mika extremely uncomfortable and she doesn't know what to do.

Discussion

- Is this sexual harassment?
- What are Mika's options?
- Are there consequences to Ajay's actions?
- What should have occurred regarding consent in this scenario?

Debrief

- **Is this sexual harassment?** Yes. Mika experienced this interaction as sexual harassment as it makes her feel extremely uncomfortable.
- **What are Mika's options?** She should let Ajay know that she does not want to dance with him again at the formal. Report the interaction: at the time to an adult who is present or at a later time to a trusted adult on campus.
- **Are there consequences to Ajay's actions?** Yes. This behavior contributes to an unsafe campus climate. Next steps could include disciplinary action from a campus administrator and support from a school-based therapist.
- **What should have occurred regarding consent in this scenario?** Ajay should have asked Mika if he could move his hands on her body. This would have provided Mika with the option to say NO and have that answer accepted by him.

Scenario 3

Antonio and Mark are in a relationship. One day Mark sends Antonio an unsolicited nude photo. Then Mark threatens to break up with Antonio unless he sends back a nude photo. Antonio does not want to create a rift, so he eventually caves in and sends a nude photo to Mark.

Discussion

- Is this sexual harassment?
- What are Antonio's options?
- Are there consequences to Mark's actions?

Debrief

- **Is this sexual harassment?** While Antonio only sent the photo because he did not want Mark to break up with him, he did voluntarily send it. This interaction may lead to Antonio feeling uncomfortable at school. And now each boy has sent child pornography and has what they received from the other person in their possession. An investigation would look for coercion or ongoing pressure. If the unsolicited nude photo sent by Mark to Antonio was unwelcome, that may constitute sexual harassment under District policies.
- **What are Antonio's options?** Report the situation to a trusted adult on campus. Discuss boundaries of the relationship with Mark, this could be with support.
- **Are there consequences to Mark's actions?** This situation could involve law enforcement and disciplinary action from a campus administrator. An outcome could be facilitation with a school-based therapist to ensure comfort on campus is restored.

What can you do if you are being harassed?

People who believe they have been sexually harassed on school grounds or at a school-sponsored or school-related activity by another person, or who have experienced off-campus sexual harassment that has a continuing effect on campus should do either of the following:

- Report the offensive behaviors to a teacher, guidance counselor, school-based therapist or administrator
- Report the offensive behaviors to the Title IX Coordinator at the district office: Trudy Gross (email: trudy_gross@fuhisd.org)

For more information visit: <https://www.fuhisd.org/about-us/general-information/complaint-process-public-input/title-ix>

The FUHSD Community

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