

HARRASSMENT AND DISCRIMINATION

Whitley County School District
Mandatory Training

RECOGNIZED FORMS OF ILLEGAL DISCRIMINATION

1. Race
2. Color
3. National Origin
4. Age
5. Religion
6. Sex
7. Disability



DEFINITION

- Unwelcome verbal, visual, or physical conduct of a sexual nature that is severe or pervasive and affects working conditions or creates a hostile work environment.

Breaking down the definition: “Conduct”



- Conduct is NOT sexual harassment if it is welcome. For this reason, it is important to communicate (either verbally or in writing) to the harasser that the conduct makes you uncomfortable and you want it to stop.

VERBAL

- Telling sexual stories or jokes and using “four-letter” obscenities
- Using such terms as sweetie, doll, honey, dearie, and babe
- Making sexual comments and innuendoes about a person’s body, appearance, or clothing
- Inquiring into a person’s sexual experiences or preferences

VERBAL...

- Repeatedly asking someone out after they have declined.
- Making suggestive sounds or whistling at a person
- Making sexual demands and threats in exchange for job benefits
- Telling rumors about a person's personal or sexual life

NONVERBAL

- Leering and ogling suggestively at a person
- Following a person or blocking the way
- Showing sexually explicit pictures, cartoons, screensavers, texts, or other visuals
- Making suggestive gestures or body movements
- Sending unwanted notes or other written material
- Giving unwanted personal gifts

PHYSICAL

- Touching a person's clothing or hair
- Massaging a person's neck or shoulders
- Leaning over, standing too close to, or brushing up against a person; invading their space
- Kissing, nudging, patting, or pinching a person

OF A NON-SEXUAL NATURE

- Non-sexual conduct may also be sexual harassment if you are harassed because you are female, rather than male, or because you are male, rather than female.
- For example, it may be sexual harassment if you are a woman working as a carpenter on an all-male job, and you are the only one whose tools are frequently hidden by your male co-workers.

“SEVERE OR PERVASIVE”

- The conduct of the harasser must be either severe or pervasive to be classified as sexual harassment.
- Although a single unwanted request for a date or one sexually suggestive comment might offend you and/or be inappropriate, it may not be sexual harassment. However, a number of relatively minor incidents affect your work environment.

TYPES OF SEXUAL HARASSMENT

- Quid Pro Quo (“This for that”)
A person in a position of authority, typically a supervisor, demands sexual favors as a condition to getting or keeping a job benefit.



HOSTILE WORK ENVIRONMENT



- Occurs when the workplace is permeated with discriminatory intimidation, ridicule, and insult that is sufficiently severe or pervasive to alter the conditions of the victim's employment and create an abusive working environment.

TYPES OF SEXUAL HARASSMENT IN SCHOOL SETTINGS

- Supervisor to subordinate
- Employee to employee
- Employee to student
- Student to employee
- Student to student

STEPS TO FILE A COMPLAINT

1. Let the harasser know that his/her conduct is unwanted and unwelcome.
2. Go to a supervisor and explain the circumstances. Be sure to take with you documented dates, times, and specific occurrences if you have them. Also, report the incident to Human Resources. If the appropriate supervisor is unavailable, or is the offender, report the incident directly to Human Resources.