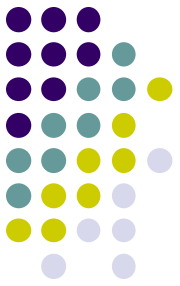


OVERTIME ATHLETICS

In This Together:
A Look At Preventing Sexual Harassment

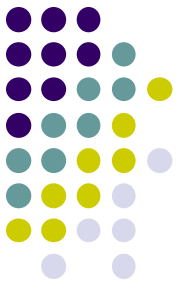


Objectives



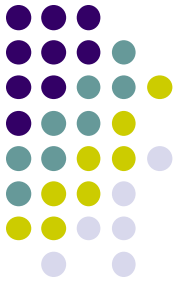
- Learn definitions of sexual harassment,
- Assess knowledge of the statistics regarding these concepts
- Learn about solutions in dealing with these issues

Definitions



- **Sexual Harassment**—unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature in which submission to or rejection of such conduct explicitly or implicitly affects an individual's work or school

Sexual Harassment—Two Types



[Quid pro quo sexual harassment](#) happens in situations in which an employee's ability to be hired or promoted within his or her job is based on whether or not the employee accepts or rejects sexual advances or other inappropriate sexual conduct.

- For instance, if an employee is told by a supervisor that she might be likelier to be promoted if she agrees to go on a date with the supervisor, that would be quid pro quo sexual harassment. Conversely, if the employee is told that she will be fired or demoted if she rejects the advances, that would also be quid pro quo sexual harassment.
- It is important to understand that submitting to the sexual conduct does not bar the employee from filing a complaint. Because there is a power difference between an employer and an employee, the employee may still have the basis for a complaint.

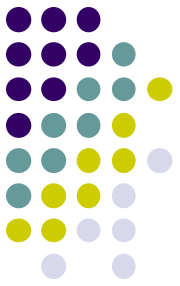
Harassment can also happen when the victim's job is not conditioned on his or her acceptance or rejection of it.

[Hostile environment sexual harassment](#) happens when a victim's co-worker or supervisor makes comments or sexual advances that make the work environment offensive and hostile in nature. This type of conduct normally has a negative impact on the employee's ability to do his or her job.

Examples of this type of sexual harassment might include the following:

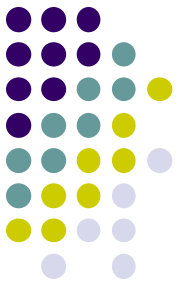
- Asking questions about the victim's sex life
- Telling vulgar jokes
- Sexual or degrading physical conduct
- Displays of sexually explicit material
- If an employer knew or should have known about the sexual harassment and failed to take action to stop or prevent it, the employer may be held to be liable.

REPORT



- Any employee who believes he or she was a victim of harassment, including sexual harassment, should report the allegation to his/her supervisor

Prevention of Harassment



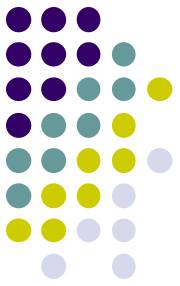
- Supervisors must set the tone! Publicize the policy through meetings and training activities
- Recognize your obligation to create and preserve a work environment free from sexual harassment
- Report the allegation
- Take immediate action to investigate the allegations
- Seek resolutions and document action(s) taken
- Even if you feel the complaint is groundless - treat it seriously

Creating a Positive Work Environment



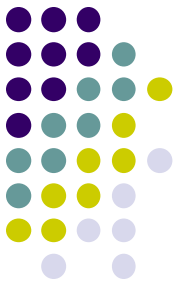
- *If your attitudes and decisions are shaped by facts based on performance and behavior, you will create a work environment free of discrimination where people are treated with respect based on what they do - not on what they were born into. You will have created the kind of place where everyone would like to work.*

Examples of Sexual Harassment



- sexual advances
- touching of a sexual nature
- graffiti of a sexual nature
- displaying or distributing of sexually explicit drawings, pictures and written materials
- sexual gestures
- sexual or "dirty" jokes
- pressure for sexual favors
- touching oneself sexually or talking about one's sexual activity in front of others
- spreading rumors about or rating other students as to sexual activity or performance.

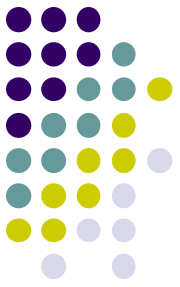
True or False?



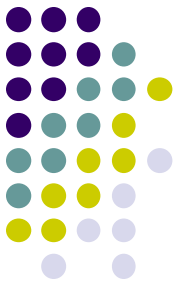
- Complaints filed by men have tripled since 1994 and are primarily due to harassment by female supervisors.
- Studies estimate 1 woman in 8 will experience sexual harassment on the job.
- Only the individual being sexually harassed is considered the victim.
- Sexual harassment leads to lost productivity, sick leave, and worker replacement.

Perception

Can this be sexual harassment?



DEFINITIONS



- **Sexual Assault:** Sexual assault includes any alleged non-consenting sexual act involving forceful physical contact including attempted rape, rape, sodomy, and other. If forceful physical contact is not used, the incident should be reported as a Sexual Misconduct.
- **Sexual Misconduct:** Sexual misconduct includes the intentional touching, mauling, or feeling of the body or private parts of any person without the consent of that person. **Sexual harassment or unsolicited offensive behavior** such as unwelcome sexual advances, requests for sexual favors, and other verbal or physical contact of a sexual nature is also included.

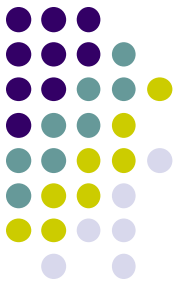


What we have learned:

- Females can be uncomfortable when PDA is common and not addressed by staff
- Females feel more comfortable when the population on center is close to 50/50 in terms of male/ female
- When harassment, teasing, and bullying are common, the culture is negative

Staff Responsibilities

REINFORCEMENT



STAFF RESPONSIBILITIES

MODEL	MENTOR	MONITOR
Staff demonstrate honesty, integrity and responsibility. Staff develop healthy relationships with other staff and students and follow the chain-of-command.	Staff engage in conversations about confidentiality, responsibility and proper workplace relationships. Staff explain the process of decision-making and resulting consequences.	Staff objectively observe behavior and readily acknowledge tardiness, unsafe practices, or dishonesty. Staff take proactive measures to educate and address such behaviors.