

## PROMOTING ANTI-HARASSMENT CULTURE IN THE WAKE OF #METOO

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### LEARNING OBJECTIVES

- Gain a deeper understanding of:
  - Sociocultural meaning of the #MeToo movement
  - Sexual harassment in the workplace
  - Sexism



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### LEARNING OBJECTIVES (CONTINUED)

- Promote a positive anti-harassment culture through:
  - Anti-harassment trainings
  - Empowering the bystander
  - Encouraging reporting
  - Facilitating equality, civility & respect

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### SEXUAL HARASSMENT

Definition: The making of unwanted and offensive sexual advances or of sexually offensive remarks or acts. Unsolicited verbal or physical behavior of a sexual nature. Sexual harassment may include any sexually motivated behavior considered offensive by the recipient. It is illegal.



- Prevalence
- Legal aspects

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### TWO KINDS OF HARRASSMENT

- Quid Pro Quo
  - Trading-this for that
- Hostile Environment
  - Unwelcome advances, favors or conduct that interferes with work performance
  - Actions, pictures, words or touching that creates an intimidating, offensive or hostile work environment

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### INAPPROPRIATE BEHAVIORS

Verbal Comments:

- Derogatory/demeaning comments based on gender, sex, stereotypes, race or religion
- Crude or offensive language, name calling, or racial/ethnic slurs
- Comments about clothing, personal behavior or a person's body
- Requests for sexual favors
- Repeated requests for dates
- Terms of endearment, like honey, dear, sweetheart, babe
- Sexual innuendoes, stories/tales of sexual exploits

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**INAPPROPRIATE NON-VERBAL BEHAVIORS**

- Inappropriate hand gestures
- "Elevator eyes"
- Blowing kisses /Licking lips
- Winking in a suggestive manner
- Touching or grouping yourself in a display of sexual innuendo
- Patting, hugging, pinching, grabbing
- Unsolicited back rubs or clothing adjustments
- Cornering or blocking doorways/pathways
- Cartoons, drawings or caricatures of a racial, ethnic or sexual nature

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**SEXISM**

- Definition
- How does this occur?
  - Language
  - Opportunity/discrimination
  - Pay
  - What else?
- What can be done?

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**ANTI-HARASSMENT TRAININGS**

- Client company Policies & Procedures
- Regular trainings
- Communication with HR & Legal



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**EMPOWER THE BYSTANDER**

- Examples
- How can you do this as an EAP provider?
- How can you do this as an Account Manager?

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**ENCOURAGE REPORTING**

- Management/supervisory trainings
- Client sessions
- How else?



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**FACILITATE A POSITIVE WORKPLACE CULTURE**

- Equality in treatment & opportunity
  - Pay
  - Mentoring
  - Promotion/leadership roles
- Respect
- Civility
- Affirmation
- What else?

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**ACTION PLAN**

- What three action items will you take away from today?



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**Q & A**

- Discussion
- Evaluation
- Thank you!



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**CONTACT INFORMATION**

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