

Sexual Harassment and Gender Violence: Building Capacity to Speak Up!

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A Message from UN Women



Sexual Harassment Defined

- ▶ Sexual harassment occurs when a person is subject to unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature to such an extent that it alters the conditions of the person's employment and creates an abusive working environment. Sexual harassment may include touching, feeling, groping and/or repeated unpleasant, degrading and/or sexist remarks directed toward an employee, implying that employment status, promotion or favorable treatment depends upon the employee's assent. Pornography displayed in the workplace or emailed to coworkers may also constitute sexual harassment.

Sexual Harassment

Sexual

- ▶ Sexual is defined as being of or relating to males and females (biologically based reference)

Harassment

- ▶ Harassment can be defined as the act of systematic and/or continued unwanted and annoying actions of one party or group, or a group, including threats and demands

You Can Say No (No is a complete sentence)



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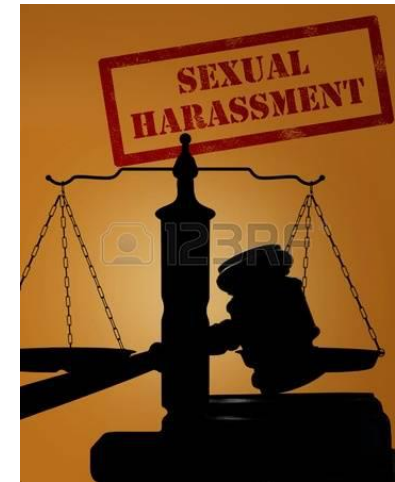
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What should a victim of sexual harassment do?

- ▶ A victim of harassment should clearly communicate to the harasser - verbally, in writing, through a third party, or in some other way - that the conduct is unwelcome.
- ▶ Evidence that the victim participated in the conduct that she or he later challenged, would generally defeat an harassment claim, since participation communicates welcomeness.
 - ▶ However, participation does not necessarily mean the conduct is welcome.
 - ▶ In particular acquiescence or submission to sexual demands does not necessarily mean that the conduct was welcome.
- ▶ The victim or person affected by the conduct should promptly report it or file a complaint - if the conduct continues after the perpetrator becomes aware it is unwelcome.

Six Things to Know About Sexual Harassment

- ▶ Know the Letter of the Law which may differ from Employee Handbook
- ▶ Speak Up and Write it Up
- ▶ You don't have to report what happened but have a detailed report (Tell Somebody)
- ▶ Administrators should remain impartial
- ▶ Be prepared for unexpected outcomes to your claim
- ▶ You may have other options than an internal investigation:
 - ▶ Court System
 - ▶ Criminal and Civil



Gender

- ▶ **Gender** is the range of characteristics pertaining to, and differentiating between, masculinity and femininity. Depending on the context, these characteristics may include biological sex (i.e. the state of being male, female or an intersex variation which may complicate sex assignment), sex-based social structures (including gender roles and other social roles), or gender identity.^{[1][2][3]} Some cultures have specific gender roles that can be considered distinct from male and female, such as the hijra (chhaka) of India and Pakistan.

Violence

- ▶ **Violence** is defined by the World Health Organization as "the intentional use of physical force or power, threatened or actual, against oneself, another person.

What is Gender Violence?

- ▶ Gender violence includes rape, sexual assault, relationship violence in heterosexual and same sex partnerships, sexual harassment, stalking, prostitution and sex trafficking. The term "gender violence" reflects the idea that violence often serves to maintain structural gender inequalities, and includes all types of violence against men, women, children, adolescents, gay, transgender people and gender non conforming. This type of violence in some way influences or is influenced by gender relations. To adequately address this violence, we have to address cultural issues that encourage violence as part of masculinity.

Six Things to Know About Gender Violence

- ▶ Gender violence can be verbal abuse
- ▶ Gender violence can be from the same sex
- ▶ Gender violence can effect one's performance in school or at work
- ▶ Gender violence can be detrimental to one's physical and mental health
- ▶ Gender violence can be sexual or non-sexual
- ▶ Victims of Gender Violence have the right to speak up

Case Study # 1

- ▶ Pam, an attractive female student, likes to wear blouses with a plunging neckline, short tight skirts and high heels. She is performing poorly in her history class and goes to her history professor for help. He informs her that for sexual acts she will receive passing grades for the course.



Case Study # 2

- ▶ Kris is a first year student at TU. After an argument about their living situation, Mel assaulted Kris. As a result, Kris suffered a sprained ankle and other bruises.

Case Study #3

- ▶ Bill sometimes makes comments to his administrative assistant Ann Smith, about how attractive she is. She never says anything when he makes these comments.
- ▶ One day, Ann requests a raise. Bill says that he will consider her requests, and suggest that the two of them go for drinks and to dinner after work. Ann makes it clear that she wants to keep their relationship purely professional and would therefore prefer not to go out with him. Bill says that he understands.
- ▶ Two weeks later, Bill informs Ann that he has denied her request for a raise.
- ▶ She asks Bill for an explanation, and he says that if she would be more “cooperative” with him, then her chance for a raise would improve. Ann asks what does cooperative means. Bill smiles and says “You figure it out”.



Best Practices

- ▶ Campus-Wide Training
- ▶ Employee empowerment
- ▶ Student empowerment and awareness
- ▶ Infrastructure
- ▶ RISE UP!

Poem Maya Angelou

“Still I Rise”

You may write me down in history
With your bitter, twisted lies,
You may tread me in the very dirt
But still, like dust, I'll rise.

Does my sassiness upset you?
Why are you beset with gloom?
'Cause I walk like I've got oil wells
Pumping in my living room.

Just like moons and like suns,
With the certainty of tides,
Just like hopes springing high,
Still I'll rise.

Did you want to see me broken?
Bowed head and lowered eyes?
Shoulders falling down like teardrops.
Weakened by my soulful cries.

Does my haughtiness offend you?
Don't you take it awful hard
'Cause I laugh like I've got gold mines
Diggin' in my own back yard.

You may shoot me with your words,
You may cut me with your eyes,
You may kill me with your hatefulness,
But still, like air, I'll rise.

Does my sexiness upset you?
Does it come as a surprise
That I dance like I've got diamonds
At the meeting of my thighs?

Out of the huts of history's shame
I rise
Up from a past that's rooted in pain
I rise
I'm a black ocean, leaping and wide,
Welling and swelling I bear in the tide.
Leaving behind nights of terror and fear
I rise
Into a daybreak that's wondrously clear
I rise
Bringing the gifts that my ancestors gave,
I am the dream and the hope of the slave.
I rise
I rise
I rise.

Pourtant je m'élève

-----Maya Angelou

Pourtant je m'élève

Vous pouvez me rabaisser pour l'histoire
Avec vos mensonges amers et tordus,
Vous pouvez me traîner dans la boue
Mais comme la poussière, je m'élève pourtant,

Mon insolence vous met-elle en colère?

Pourquoi vous drapez-vous de tristesse
De me voir marcher comme si j'avais des puits
De pétrole pompant dans ma salle à manger ?

Comme de simples lunes et de simples soleils,
Avec la certitude des marées
Comme de simples espoirs jaillissants,
Je m'élève pourtant.

Voulez-vous me voir brisée ?

La tête et les yeux baissés ?
Les épaules tombantes comme des larmes.
Affaiblie par mes pleurs émouvants.

Es-ce mon dédain qui vous blesse?

Ne prenez-vous pas affreusement mal
De me voir rire comme si j'avais des mines
D'or creusant dans mon potager ?

Vous pouvez m'abattre de vos paroles,
Me découper avec vos yeux,
Me tuer de toute votre haine,
Mais comme l'air, je m'élève pourtant.

Ma sensualité vous met-elle en colère ?
Cela vous surprend-il vraiment
De me voir danser comme si j'avais des
Diamants, à la jointure de mes cuisses ?

Hors des cabanes honteuses de l'histoire
Je m'élève
Surgissant d'un passé enraciné de douleur
Je m'élève
Je suis un océan noir, bondissant et large,
Jaillissant et gonflant je tiens dans la
marée.

Pourtant je m'élève

-----Maya Angelou

En laissant derrière moi des nuits de terreur et de peur
Je m'élève
Vers une aube merveilleusement claire
Je m'élève
Emportant les présents que mes ancêtres m'ont donnés,
Je suis le rêve et l'espérance de l'esclave.
Je m'élève
Je m'élève
Je m'élève