

SEXUAL HARASSMENT IN THE WORKPLACE

A MATTER OF INDIVIDUAL ETHIC

PRESENTED BY

STRATA
L E A D E R S H I P

WHAT IS HARASSMENT

Harassment is verbal, written or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by law, or that of his or her relatives, friends or associates, and that: a) has the purpose or effect of creating an intimidating, hostile or offensive work environment, b) has the purpose or effect of unreasonably interfering with an individual's work performance, or c) otherwise adversely affects an individual's employment opportunities.

SOCIETY OF HUMAN RESOURCE MANAGEMENT (SHRM)

WHAT IS SEXUAL HARASSMENT

Sexual harassment is unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when, for example: a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or c) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

TYPES OF SEXUAL HARASSMENT

Under Title VII of the Civil Rights Act of 1964, there are two types of sexual harassment:

- **quid pro quo**
(this for that by a supervisor)
- **hostile work environment**
(intimidating or demeaning environment or situation that negatively affects a person's job performance by anyone)

HARASSMENT PREVENTION

Typical harassment prevention includes...

Rules

Policy

Laws

Online Training or Policy Read

More Guidelines

Threats

MAJOR DRAIN ON BUSINESS

Grievances

Lawsuits

Conflict

Safety

Team Issues

Turnover

Poor Engagement

Poor Quality of Product or Service

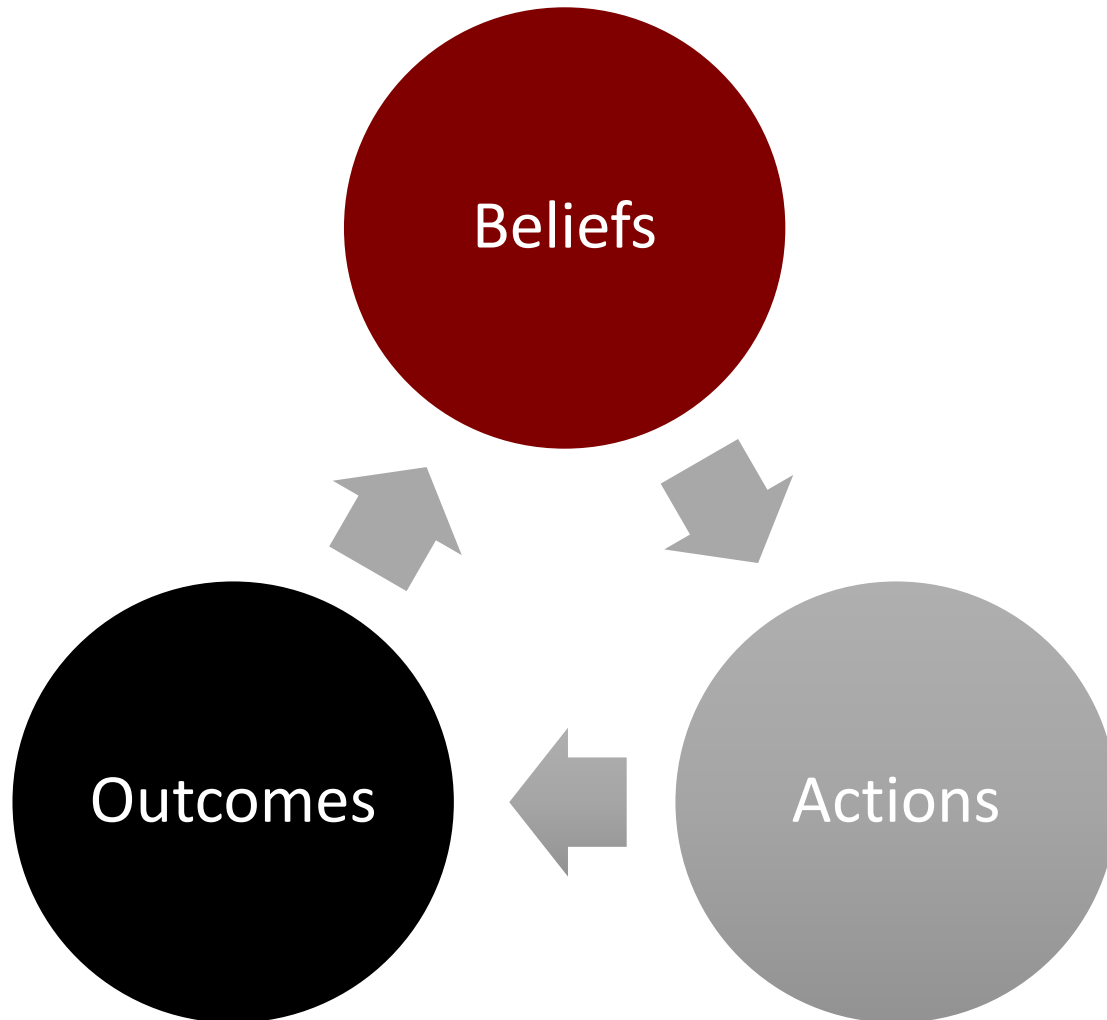
IMAGINE

THE MISSING
ELEMENT...

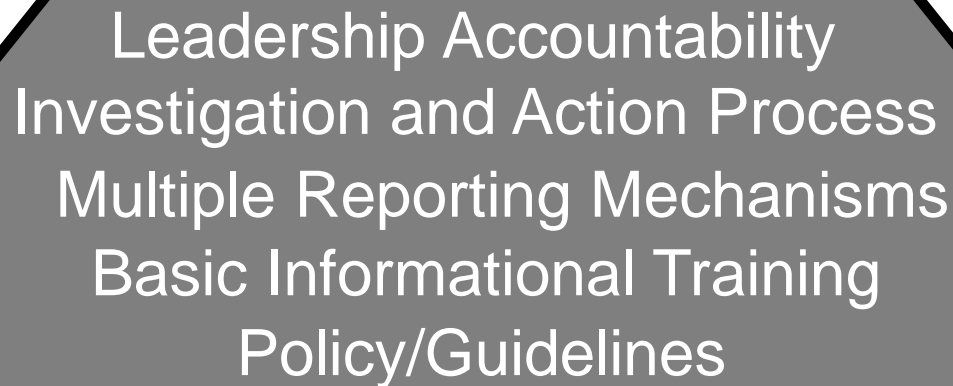
**A PERSONAL
ETHIC**

A PERSONAL ETHIC is...

a person's belief about what is right and wrong.



A GAME PLAN FOR PREVENTING HARASSMENT



Leadership Accountability
Investigation and Action Process
Multiple Reporting Mechanisms
Basic Informational Training
Policy/Guidelines

*How do we develop a workforce
that values and defends a high
standard of respect and equality for
every person?*

CHARACTER DEVELOPMENT

THE C3 CONCEPT



C1 or C2 PROBLEM?

- ___ Inappropriate language used during a staff meeting
- ___ Compliments about a person's body/appearance
- ___ Deciding to not report a possible harassment incident
- ___ Bullying
- ___ Favoritism
- ___ Telling a joke with sexual connotation
- ___ Retaliation after a grievance filing
- ___ Taking credit for someone's work

C1 CHALLENGES



C1 CHALLENGES



YOUR ORGANIZATION

RESPECT: Treating others with honor and dignity.

DISCIPLINE: Choosing behaviors to help me reach my goals.

COURAGE: Overcoming fear by saying and doing what is right.

CHARACTER DEVELOPMENT

- Expectation Setting – Set Specific Standards of Behavior (core values, policy, guidelines, and laws)
- Modeled by Leadership
- Talk about it at all levels of leadership.
- Use key language
- Coach It
- Train it
- Tell stories
- Celebrate living and upholding the standard

OWNERSHIP CULTURE



YOUR ORGANIZATION

- ❑ Make harassment policy and compliance a priority.
- ❑ Resource and support supervisors, managers, and leaders (training, communication, clear expectations, recognition, and accountability).
- ❑ Take action to develop the character of all employees to create intrinsically motivated support and defense of a respectful and safe workplace.

Q & A

Lyn Watson, SHRM-SCP
SVP Coaching & Training
lwatson@strataleadership.com

PRESENTED BY

STRATA
L E A D E R S H I P