

# PREVENTING & RESPONDING TO SEXUAL HARASSMENT



**Standing  
Together  
Against  
Rape**  
Crisis Intervention Advocacy | Education | Prevention  
(877) 276-7729 | [www.standtogether.org](http://www.standtogether.org)



# WELCOME!

## ICEBREAKER



- Name
- Where you call home
- Favorite way to survive/thrive through the winter

## STAR SERVICES

### Crisis Line

- 1-800-478-8999
- Available 24/7



### Advocacy

- Crisis intervention
- Long-term support
- Counseling
- Case management

### Prevention & Education

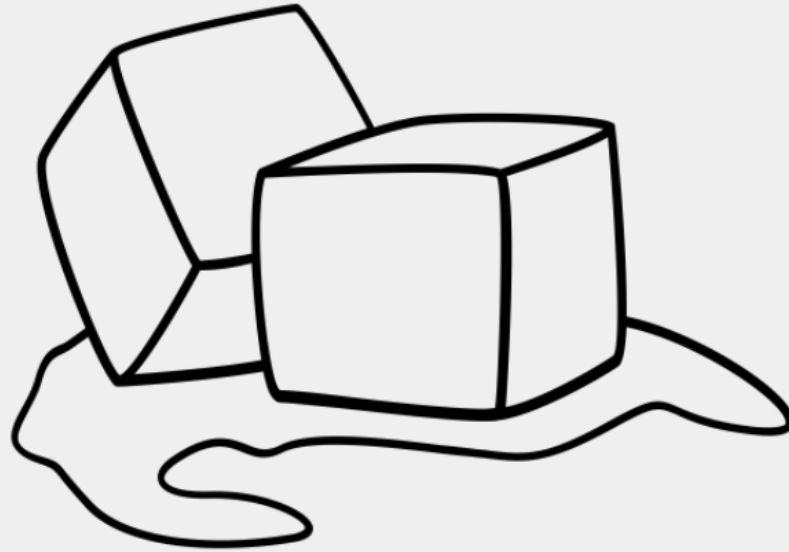
- Anchorage School District approved curricula
- Community-based training
- Outreach

Our services are free  
& confidential.

## AGREEMENTS

- Move up, move back
- Listen to understand
- Vegas rule
- Take care of yourself

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# WHY THIS MATTERS

- Sexual harassment is pervasive in AK.
- The impact is significant.
- It's also very preventable.
- We all need resources and tools to keep each other safe.

# THE CIVIL RIGHTS ACT OF 1964: TITLE VII

- Prohibits discrimination in the workplace on the basis of an individual's race, color, religion, sex, or national origin.
- Establishes the Equal Employment Opportunity Commission (EEOC)





# WHAT IS SEXUAL HARASSMENT?

## THE EEOC DEFINES SEXUAL HARASSMENT AS:

- **Unwelcome** sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.
- Harassment does **not** have to be of a sexual nature, however. It can include offensive remarks about a person's sex.
- Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious...
- ...harassment is illegal when it is so **frequent or severe** that it creates:
  - a hostile or offensive work or learning environment **or**
  - when it results in an adverse decision in status (e.g. employment, volunteering, board, membership)

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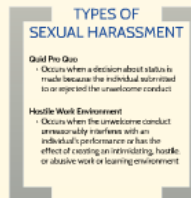
# WHAT CAN SEXUAL HARASSMENT LOOK LIKE?

## Direct

Targeted at a  
particular person

## Indirect

General statements,  
or jokes made in  
shared spaces




# TYPES OF SEXUAL HARASSMENT

## **Quid Pro Quo**

- Occurs when a decision about status is made because the individual submitted to or rejected the unwelcome conduct

## **Hostile Work Environment**

- Occurs when the unwelcome conduct unreasonably interferes with an individual's performance or has the effect of creating an intimidating, hostile, or abusive work or learning environment



Does intent to offend  
need to be present?

No

Do people have to agree  
on what is offensive?

No

Is harassment always  
sexual in nature?

No

# WHO IS IMPACTED?

- Anyone\*, regardless of gender or position of authority, is capable of harassing or being harassed.
- \* AkAA members, staff, volunteers, contractors, exhibitors, sponsors, and non-members who participate in AkAA programs or activities.



# RECOGNIZING SEXUAL HARASSMENT

## EXAMPLES OF SEXUAL HARASSMENT

- Pressuring someone for sexual contact
- Repeatedly asking someone on dates
- Comments on a person's appearance or gender
- Unwanted compliments
- Leers or stares
- Unwanted contact or grabbing
- Sexual gestures
- Displaying sexual material
- Spreading sexual rumors about someone
- Threats to someone's status if they don't agree to sexual contact
- Inappropriate or dirty jokes
- Sexually explicit conversations



## EFFECTS OF SEXUAL HARASSMENT

### Emotional

Anger ~ Humiliation ~ Depression  
Stress ~ Guilt ~ Anxiety  
Low self-esteem ~ Shame ~ Isolation

### Physical

Headaches ~ Stomach pain ~ Exhaustion  
Frequent illness ~ Weight fluctuations

### Performance Related

Increased absenteeism  
Loss of employment or income  
Reassignment ~ Excessive tardiness

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# FLIRTING vs HARASSMENT

## **Flirting**

- Is welcome attention
- Goes both ways
- Can make both people feel attractive, in control, and good about themselves
- Is legal

## **Sexual Harassment**

- Is one-sided
- Can make the recipient feel uncomfortable, powerless, and degraded
- Is a violation of AkAA policy AND is illegal

# PREVENTING SEXUAL HARASSMENT

- Think about how you are communicating about what is and is not okay.
- If something is bothering you, but you're not sure if it qualifies as harassment, ask a Board member.
- Learn to recognize signs that sexual harassment is occurring or may have occurred.



# BARRIERS

## BARRIERS TO REPORTING

- Fear of retaliation
- Self-blame
- Fear of losing their job
- Don't want the harasser to get in trouble
- Fear of not being believed or taken seriously
- Worried about rejection
- Skeptical about outcomes
- Unsure how to report

## BARRIERS TO INTERVENING

### Personal

Shy - Embarrassed - Afraid  
Don't want to cause a scene

### Social

Concerned about what others might think  
Don't want to be a "snitch"  
Afraid to go against what's "normal"

### General

Afraid to be targeted  
Unsure that what they're seeing is actually  
harassment

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# INTERVENING

**Direct**



**Get Help**



**Distract**



# What is the first thing you ask someone when they have been in a car accident?

## PROVIDING SUPPORT

### Assess Safety

- Are you okay?
- Do you need medical attention?
- Do you feel safe right now?

### Empathize

- I'm sorry this happened to you.
- I am glad that you told me.
- What happened is not your fault.



### Normalize Emotions

- What you are saying is totally understandable.
- It's okay that you're angry/sad/confused/etc.

### Also

- Respect privacy and autonomy around reporting.
- Offer ongoing support.





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# AkAA ANTI-HARASSMENT POLICY

The AkAA "expressly prohibits any harassment based on race, color, religion, sex, age, sexual orientation, national origin, disability, marital status, changes in marital status, pregnancy, parenthood, status as a Vietnam-era or disabled veteran, or any other protected classification...

...anyone who engages in discrimination or harassment will be subject to disciplinary action from the Board!"

# EXPECTED BEHAVIOR AT AkAA MEETINGS

- Value a diversity of views and opinions
- Be considerate, respectful, and collaborative
- Communicate openly, critique ideas not individuals
- Avoid personal attacks
- Alert the AkAA Board if you notice a dangerous situation or someone in distress
- Respect the rules and policies of the space around you

## UNACCEPTABLE BEHAVIOR

- Harassment (including sexual harassment), bullying, or discrimination in any form
- Physical or verbal abuse or harassment
- Some examples include: offensive comments related to gender, sexual orientation, disability, race, religion, body size, etc.

## DISCIPLINARY ACTION MAY INCLUDE

- Immediate removal from the meeting without warning
- Rescinding association awards and/or scholarships
- Revoking or prohibiting membership
- Prohibiting participating in association meetings and activities



# TO REPORT AN INCIDENT

- Notify an AkAA board member on-site or email your concern to the AkAA board of directors: [alaskaanthro@gmail.com](mailto:alaskaanthro@gmail.com)

It's important to document as much of the harassment as possible.

- Write down times, dates, witnesses, details, etc.
- Keep copies of all documentation such as emails, texts, notes, etc.
- Documentation can add strength to a report if one is filed.

IF YOU WITNESS  
SEXUAL HARASSMENT OR ASSAULT:

- Respond to the affected person's needs and safety first.
- Support the affected person if they choose to report the incident, but respect their decision to report or not report.
- If it is an immediate or serious threat to personal or public safety, contact 911, locate a house phone, and ask for security.



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# ADDITIONAL REPORTING OPTIONS

## **YOU CAN CONTACT:**

Anchorage Equal Rights Commission,  
Alaska State Commission for Human Rights,  
and/or  
Equal Employment Opportunity Commission

# RESOURCES ON SEXUAL HARASSMENT

**Anchorage Equal  
Rights Commission**  
620 E. 10th Ave.  
Anchorage, AK 99501  
907-343-4343

**Standing Together  
Against Rape (STAR)**  
1057 W. Fireweed Ln.  
Suite 230  
Anchorage, AK 99503  
1-800-478-8999

**Alaska State Commission  
for Human Rights**  
800 A St.  
Anchorage, AK 99501  
Investigation or Complaints:  
1-800-478-4692

**Equal Employment  
Opportunity Commission**  
EEOC-District Office  
909 E. 1st Ave.  
Suite 400  
Seattle, Washington 98104  
1-800-669-4000

The Alaska Network on Domestic  
Violence and Sexual Assault  
(ANDVSA) has a comprehensive  
resource list of shelters and  
programs across AK listed here:  
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# QUESTIONS

???

**Sierra Gregg**

Prevention & Education Specialist  
Standing Together Against Rape (STAR)

[sgregg@staralaska.org](mailto:sgregg@staralaska.org)  
(907) 276-7279

