

Instructions:

All employees should be able to recognize Sexual Harassment and know what to do about it. Here are some situations that you can discuss as a group. Make sure everyone recognizes 1.) That harassment is taking place 2.) What kind of harassment it is, and 3.) What action they should take for your specific workplace.

Some examples may be more “borderline” than others; take the opportunity to have an open dialogue about why or why not the behavior described would be considered sexual harassment. Take note of the responses and discussion on the space provided.

You can complete all the examples or stop when you feel the employees fully understand the principles being taught.

Good luck and stay safe!

Example #1

Jane works at retail store. While she was on shift one day, an older man walks up to her and tells her he can't sleep at night without her in his bed. He then asks if she would come home with him.

Does it still count as harassment since it involved a customer?

What are Jane's options for responding?

Notes:

Example #2

Josh has a large coworker named Jack. On a regular basis, Jack corners Josh in a produce freezer and won't let him pass without brushing against him suggestively. Jack is the store manager and tells Josh he'll get fired if he says anything about the encounters.

Is this harassment? If so, what kind?

What are Josh's options for responding?

Notes:

Example #3

Jenny really enjoys her job. She and her coworkers are always joking around and laughing on the job. It helps the time go by quicker when business is slow. One day, Jenny notices that Kai is sitting off to one side, looking uncomfortable. Jenny realizes some of the joking has a sexual overtone but doesn't think it's bad enough to offend anyone. "We always joke around like this," she tells herself, "if Kai is upset about it, they just need to get over it."

Do you think the joking crosses the line into harassment?

Did Jenny approach the issue correctly? What could she do differently?

Notes:**Example #4**

Frank works at a retail store. The owner is at the store daily to oversee operations. She is much older than Frank, and they are on friendly terms with each other. Lately, Frank has been noticing the owner looking him up and down; when she sees him looking, she smiles suggestively.

Would it make a difference if Frank enjoyed this interaction?

If so, how?

Notes:

Example #5

Jesse has worked at the coffee shop for almost three years. He and a waitress named Shelly recently had a long talk about the sexual innuendo their shift supervisor uses constantly. They decide they've shrugged it off long enough and go to the general manager and report the supervisor for harassment. The next week, both employees are informed they're being laid off.

Did the coworkers act correctly?

What could Jesse and Shelly do now?

Notes:

Example #6

It's Christmas time, and Pat enjoys getting into the spirit of things. She wears a Santa hat to work one day. Her coworker Jake takes the hat, puts it on, and asks Pat to come sit in his lap, making an exaggerated, leering look. Everyone, including Pat, laughs, not noticing a customer standing nearby.

Is this sexual harassment?

If so, in what way?

Notes: