



# SEXUAL HARASSMENT / DISCRIMINATION

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FULBRIGHT FOREIGN LANGUAGE TEACHING ASSISTANT ORIENTATION

FALL 2017



# Case Study #1

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- Roni and Malea. . .

# Sexual Harassment

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Two types:

- Quid pro quo
- Hostile Environment

Quid pro quo

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“This for That”



# Hostile Environment

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- Unwelcome conduct
- Of a sexual nature
- When the behavior is so severe or frequent
- That the average person would find that it unreasonably interferes with work or school


# Case study #2

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- Frank and Layla. . .

# Examples of Sexual Harassment

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- Discussing sexual activities
  - Sexual or demeaning jokes
  - Unnecessary touching
  - Comments about body / appearance
  - Sexually suggestive pictures
  - Demeaning / inappropriate terms
  - Indecent gestures
  - Sexual assault
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# Case study #3

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- Stacy & Jane. . .



# LBGT ISSUES


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Same sex sexual harassment is unlawful

Gender harassment is unlawful

Gender identity harassment is unlawful

Discrimination is prohibited as well:

- Sexual orientation in 22 states and District of Columbia; many cities
  - Federal agency interpreting employment law considers sexual orientation discrimination illegal under current law
  - Made expressly illegal for federal contractors
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# Is Sexual Harassment Illegal?

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Yes!

U.S. law:

- Title VII of the Civil Rights Act of 1964
- Title IX of the Educational Amendments Act of 1972
- Sexual assault is a form of sexual harassment, but is also illegal under states' criminal laws

Most states have civil rights acts as well

Your employer may be sued for your actions

You may be terminated for your actions

As a student, you may be dismissed from a university for your actions

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Is there an exception made to these U.S. laws for individuals from other countries?

**No!**




# Case Study #4

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- Maricel & Werner...

# What to do if it happens to you. . .

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- Inform a Supervisor, Chair or someone in a position of authority
  - In your student capacity, call the Office of Civil Rights, **800-421-3481**, if the institution does not respond
  - In your employment capacity, contact the EEOC or state civil rights agency
  - Confidentiality
  - No retaliation
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# The college / school's obligation

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- To promptly investigate and to stop ongoing harassment and prevent harassment from recurring

# Other Possible Types of Harassment/Discrimination

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Age	Color
Gender	Gender identity
Disability	Height
Marital status	National Origin
Political Persuasion	Race
Religion	Sexual Orientation
Veteran status	Weight