

Sexual Harassment

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<http://www.delta.edu/humres/equity.aspx>



We will be discussing:

- What constitutes sexual harassment.
- What to do if you feel that you have been sexually harassed.
- What to do if you are witness to sexual harassment.



Delta College Sexual Harassment Policy:

- Sexual harassment is not acceptable at Delta College, and complaints or charges will be followed through with appropriate action. Unwelcome sexual advances, whether verbal or physical, are prohibited. Delta College employees and students are individually responsible to ensure such harassment does not occur. Incidents of sexual harassment must be made known to the appropriate Academic, Student Services, Human Resources or Affirmative Action Offices.

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What is sexual harassment?

- Sexual harassment is a form of sex discrimination which is a violation of Title VII of the Civil Rights Act of 1964. The EEOC's guidelines define two types of sexual harassment:
 - 1.) quid pro quo, and
 - 2.) hostile environment



What is 'Quid Pro Quo'?

- Quid pro quo is a Latin phrase meaning "something for something".



What is 'Hostile Environment'?

- Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when 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.



‘Hostile Environment’ might include:

- repeated requests for sexual favors
- demeaning sexual inquiries and vulgarities
- offensive language
- other verbal or physical conduct of sexual or degrading nature



‘Hostile Environment’ might include:

- sexually offensive, explicit or sexist signs, cartoons, calendars, literature or photographs displayed in plain view
- offensive and vulgar graffiti



Who are the victims?

- Both men and women may be sexually harassed



How do victims deal with harassment?

- Avoidance
- Minimize the situation
- Try to forget about it
- May offer excuses for the harasser
- May even interpret the behavior as flattering
- May suffer in silence



But how SHOULD victims deal with sexual harassment?

- Respond by making your feelings known
- Record date and time of incident
- Make a list of all witnesses



But how SHOULD victims deal with sexual harassment?

- Save all correspondence
- Visit the Equity Office and discuss the situation with the Equity Director



What if I witnessed someone else being sexually harassed?

- Offer your assistance
- Encourage the victim to share their feelings
- Offer support in reporting the incident



Sexual Harassment has always been offensive!



Silent Witness

If you see crime occurring on campus
and you would like to report it,
ANONYMOUSLY, please fill out the
form below.

ALL INFORMATION WILL BE KEPT
CONFIDENTIAL !!!

<http://www.delta.edu/publicsafety/howto/silentwitness.aspx>



If you have any questions or concerns, please direct them to:

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or

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