



## Making a Change: Sexual Harassment Resource Package

Reports of sexual harassment have been showing up in the news almost daily, making it an emerging issue to be addressed. Instances of sexual harassment happening in the workplace have been highly reported in the media, leaving many of us asking, “What can we do now to prevent sexual harassment?” Well, you can start with this resource package. Below is information and resources we hope you find helpful.

### **Sexual Harassment Defined**

- Unwanted verbal, physical, or visual conduct of a sexual nature.
- Any form of unwanted sexual advances or requests for sexual favors.
- Sexual harassment can happen anywhere, such as public transportation, shopping malls, community events, places of worship, health care facilities, the workplace, and more.
- Sexual harassment can create an intimidating or hostile environment for the victim.
- The perception of the victim determines whether particular words or actions are harassing, not the intent of the harasser.

## Recommended Practices for Prevention

### Policy Change and Upholding Policies

Policy goes hand-in-hand with preventing sexual harassment in the workplace. Policy around sexual harassment should be stated clearly and be inclusive of sexual orientation, gender, age, race, religion, ability, etc. Having more than one way to report harassment is encouraged. Policies should be evaluated and tested often. Once policies are in place, they need to be upheld. Each workplace may create their own responses to harassment, but there must be follow up and actions taken once a report is made. Here is a link to [Model Workplace Policy \(http://bit.ly/2qQJ71F\)](http://bit.ly/2qQJ71F).

### Continuous Workplace Civility and Bystander Training

Education is a powerful prevention tool. Commonly, anti-harassment training is a one-time training for new employees. To truly be effective in preventing harassment, there needs to be continued education. Little research has been done to prove how effective or ineffective anti-harassment training is, and workplace civility and bystander training are encouraged as more effective methods. These trainings focus more on creating respectful environments, skill building, and being accountable. The [National Sexual Violence Resource Center released a report \(http://bit.ly/2zlrqes\)](http://bit.ly/2zlrqes) with some insight on changing the way employees are trained.

### Healthy and Safe Environments

Healthy and safe environments can look many different ways. What this really means is that people feel comfortable and respected in spaces. This involves making reporting easier, ensuring victims and survivors feel validated and listened to, and that people will be held accountable for their actions. A [workplace climate survey \(http://bit.ly/2qQABQf\)](http://bit.ly/2qQABQf) may be helpful in understanding how healthy and safe employees currently feel and what changes could be made.

### Sexual Health and Healthy Relationships Education

Education on healthy relationships and sexual health can reduce sexual violence—including sexual harassment—from happening. These topics include a wide range of knowledge and skill building, such as healthy communication, conflict resolution, empowerment, emotional regulation, and consent. Learning these skills early on helps develop and establish them throughout a lifetime. MNCASA has [a list of Evidence-based and informed curricula \(http://bit.ly/2m8pgFu\)](http://bit.ly/2m8pgFu) that focuses on healthy relationships, sexual health, and bystander intervention.

# Resources

## MNCASA Webinar

- Talking About Sexual Harassment (<http://bit.ly/2qLVfRl>)

## Resources for Workplace Harassment

- Key Findings of the Select Task Force on the Study of Harassment in the Workplace by NSVRC (<http://bit.ly/2zlrqes>)
- Sexual Violence and the Workplace Information for Employers by NSVRC (<http://bit.ly/2Dezk7M>)
- Resources for Employers by Workplaces Respond to Domestic and Sexual Violence (<http://bit.ly/2CNiKLy>)
- Sexual Harassment in the Workplace by SVJI (<http://bit.ly/2mj04N8>)
- Sexual Harassment in the Workplace by National Women's Law Center (<http://bit.ly/2mjkJ3W>)
- #ThatsHarassment Video Series (<http://bit.ly/2mesWWd>)

## Resources for Street Harassment

- Stop Street Harassment Website ([stopstreetharassment.org](http://stopstreetharassment.org))
- Hollaback! Website ([ihollaback.org/about](http://ihollaback.org/about))
- Sh\*t Men Say to Men Who Say Sh\*t to Women on the Street Video (<http://bit.ly/2CVb2SB>)