

SEXUAL HARASSMENT AWARENESS FOR MEN

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What Defines Sexual Harassment?

- Class Poll
- Student Video Response (ULV)



More Student Voices

Sexual Harassment Is ...

"Being forced into uncomfortable or undesirable sexual situations." – Male, 1st year

"Any unwelcomed comment or gesture pertaining to your body or gender." – Female, 5th year

"An unwanted and inappropriate sexual advance that results in a stressful environment." – Female, 2nd year

"Using sexual remarks or touching someone in private places without permission." – Male, 2nd year

"Sexual harassment is the unwanted touching, language used towards you in a sexual way, showing a person any type of pornographic materials, talking dirty in front of others, etc." – Female, 4th year

"Being sexually threatened." – Male, 2nd year

"When someone in a position of authority uses his/her position to demand sexual behavior from someone." – Male, 4th year

"Molesting, joking, etc. about sex or someone's body." – Male, 3rd year

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"When someone keeps badgering you about sex. Unwanted propositions and the solicitor knows it." – Female, 2nd year

"When someone oversteps your personal boundaries and refers to you in a derogatory manner." – Female, 1st year

"Any unwanted sexual advances. Ranges from simple conversation, to touching, to rape." – Male, 4th year

"Anyone who uses inappropriate, uncomfortable words about your sex or you, or who forces sexual relations or any sort of physical contact upon you that is not wanted." – Female, 2nd year

"Harassment based on gender can be verbal, nonverbal, or physical but it is unwanted." – Male, 3rd year

What is Sexual Harassment?

- ❑ Unwelcome
- ❑ Sexual in nature
- ❑ Violates Title IX
- ❑ Illegal
- ❑ Can limit a person's ability to benefit from a school's educational program



US Department of Education, 2008

Types of Sexual Harassment

□ Quid Pro Quo

- When someone in authority (i.e. faculty) uses their position or power to pressure or threaten someone else into unwanted sexual behavior
- Example: A professor threatens to fail a student if he/she does not commit to a date with the professor

□ Hostile Environment

- When a hostile environment is created by someone that affect's the ability to learn or benefit from an educational program or activity
- Example: Persistent phone calls, gifts and letters; cat calls or obscene jokes

Examples of Sexual Harassment



- A professor implies to a student that the student must sleep with him/her to get a good grade
- A student in class is made uncomfortable by another student who tells sexually explicit jokes
- A professor refers to a student by sexist terms, like “Hey baby.”
- A professor sends out a joke email with sexually explicit language to students
- An RA makes demeaning comments about female/male students in the dorm to other RAs

Who is Sexually Harassed?

- Between students
- Between faculty/staff and students
- Between faculty and staff
- Between all sexual orientations
- Between all races
- Between all sexes



What Percentage of College Students are Sexually Harassed in College?

- ❑ Class Poll
- ❑ Student Video Response (ULV)



Statistics

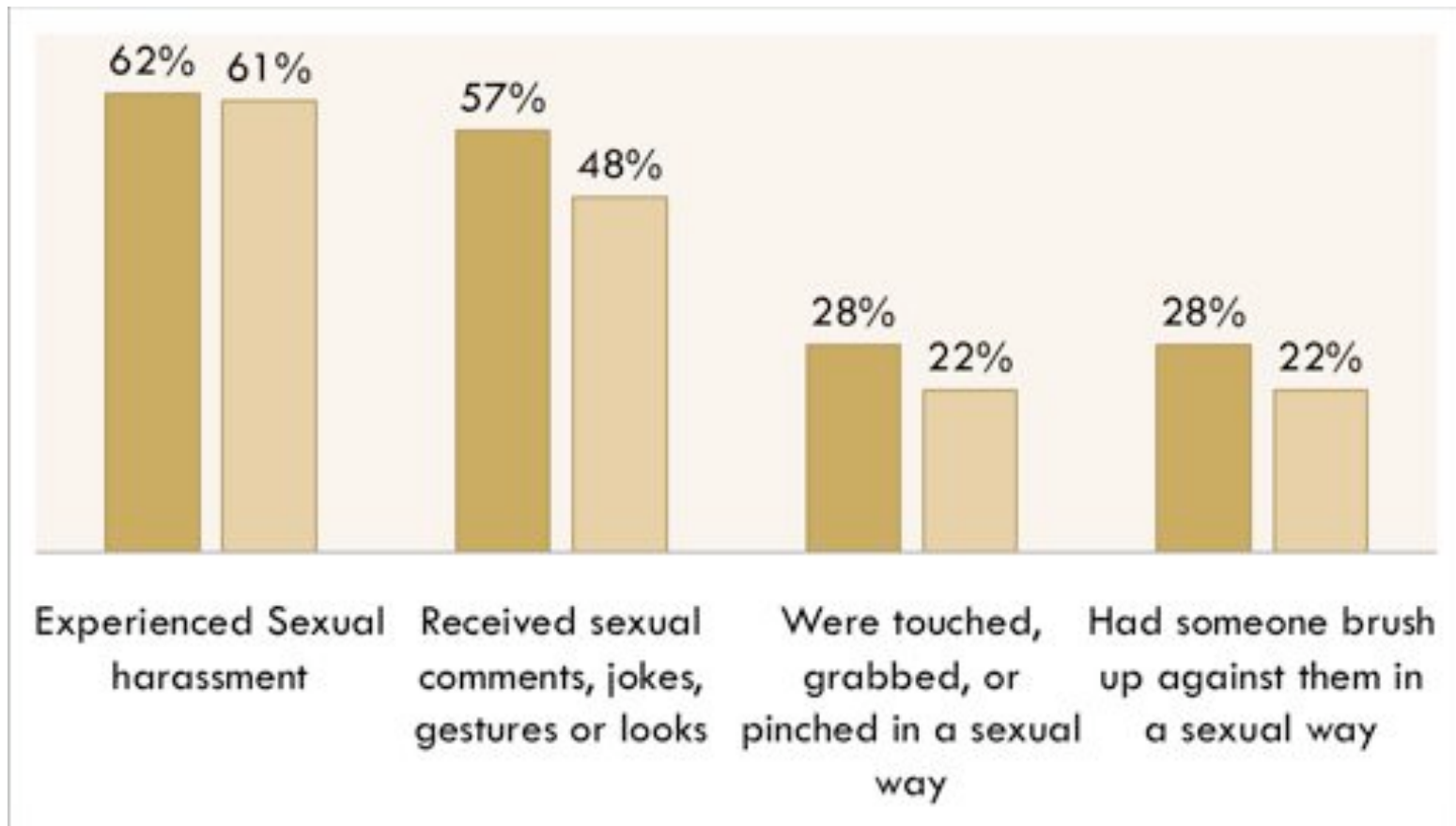
62%

- 62 percent of students have experienced some form of sexual harassment during college.

1/3

- 1/3 of those that experience sexual harassment – have experienced it within their first year of college.

Statistics



Sexual Harassment of Women

- <http://www.cbsnews.com/stories/2004/11/08/eveningnews/main654378.shtml>



11/2004

Sexual Harassment of Men

- <http://video.yahoo.com/watch/5309553/13998693>



7/2009

Are men Sexually Harassed as Much as Women?

- Class Poll
- Student Video Response (ULV)



Statistics



- ❑ Male students (61 percent) are just as likely as female students (62 percent) to be sexually harassed in college
- ❑ Female students are more likely to be the target of sexual jokes, comments, gestures, or looks. Male students are more likely to be called gay or a homophobic name

Laws & Cases

- **Title IX of the Education Amendments of 1972** “prohibits discrimination based on sex in education programs and activities that receive federal financial assistance.”
- **Oncale v. Sundowner Offshore Services:** “Same sex harassment and harassment of males is judged to be legally possible and actionable, under Title VII. U.S. Supreme Court”
- **California Sex Equity in Education Act** requires that educational institutions of the state have a written policy on sexual harassment that is distributed to students, faculty, and parents. This statement must include information on where to obtain the specific rules and procedures for reporting charges of sexual harassment and for pursuing available remedies.

APU Sexual Harassment Policy

Statements of Compliance

Azusa Pacific University, in accordance with applicable federal and state laws and university policies, does not discriminate on the basis of race, color, national origin, gender, age, disability, medical status, or status as a veteran. **The university also prohibits sexual harassment.** This nondiscrimination policy **covers admission, access, and operation of university programs and activities.** This policy is in accordance with **Titles VI and VII of the Civil Rights Act of 1964**, as amended; **Title IX of the Educational Amendments of 1972**; the **Americans with Disabilities Act**; and **Title III and Section 504 of the Rehabilitation Act of 1973**. The vice provost for undergraduate programs is the compliance officer, and inquiries concerning undergraduate student issues related to discrimination should be made to the Office of the Vice Provost for Undergraduate Programs, (626) 815-6000, Ext. 3034. The vice provost for graduate programs and research is the compliance officer, and inquiries concerning graduate student issues related to discrimination should be made to the Office of the Vice Provost for Graduate Programs and Research, (626) 815-2036.

APU Sexual Harassment Policy

Harassment Policy

Employees of the university work to assist students in the several facets of university life. At no time is it acceptable to engage in a discussion that is less than courteous and professional. It is the university's policy that if at any time an employee or student believes that he or she is being harassed (verbally or in any other manner) by anyone in a public contact or an inquiry situation, he or she should immediately end the conversation and report the matter to his or her supervisor, chair, or department dean.

What to do if you are Sexually Harassed

- Policies for complaints vary from place to place

- OCR:

<http://www.ed.gov/about/offices/list/ocr/qa-complaints.html>

1. Confront the harasser

2. Document the harassment

3. File a complaint

- SexualHarassmentSupport.org

What CAN MALES DO about Sexually Harassment?

- **Do**
- Admit that a problem exists
- Tell the offender specifically what you find offensive, even if you are not the direct target of the offense(s)
- Tell the offender that his or her behavior is bothering you
- Say specifically what you want or don't want to happen, such as "please don't call her, Honey- her name is Holly" or "please don't tell that kind of joke in front of me"
- Make yourself an Ally
- **Don't**
- Blame yourself for someone else's behavior
- Choose to ignore the behavior
- Try to handle any severe or recurring harassment problem by yourself -- get help

Resources

- http://www.sexualharassmenttraining.biz/sexual_harassment_quiz.html
- OCR's Checklist for a Comprehensive Approach to Addressing Harassment:

<http://www.ed.gov/about/offices/list/ocr/checklist.html>



Resources

American College Health Association (April 2007). *Position statement on preventing sexual violence on college and university campuses*. Retrieved from

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