

# Understanding and Prevention of Sexual Harassment/Assault

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# Disclaimer

Today we are going to talk about sexual harassment/assault. This is a sensitive subject and if at any point during this presentation you need to step out, feel free to do so. But, please try to come back in when you can. I will stay afterwards if you need to talk.

# Discrimination

dis·crim·i·na·tion

dəˌskrɪməˈnāSH(ə)n/

*noun*

noun: **discrimination**; plural noun: **discriminations**

**1.** the unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.

# Definition of Sexual Harassment

Sexual harassment is a form of sex discrimination.

Sexual harassment is unwelcome behavior of a sexual nature that affects an individual's employment/learning, unreasonably interferes with work/school performance, or creates an intimidating, hostile, or offensive work/school environment.

Sexual harassment can be:

- Physical, including unwelcome touching or gesturing
- Verbal, including unwelcome requests for a date or sexual favors, lewd remarks or sounds
- Visual, including unwelcome exposure to sexual photos, cartoons, or drawings

# Title IX

Title IX of the Education Amendments of 1972 protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance.

Title IX states that:

*No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.*

# Scenarios of Possible Sexual Harassment



Pick up the Phone / Stop Calling Me

<https://www.youtube.com/watch?v=tg2xKaRjWRk>

# This was sexual harassment.

- A. Agree
- B. Disagree
- C. Not sure



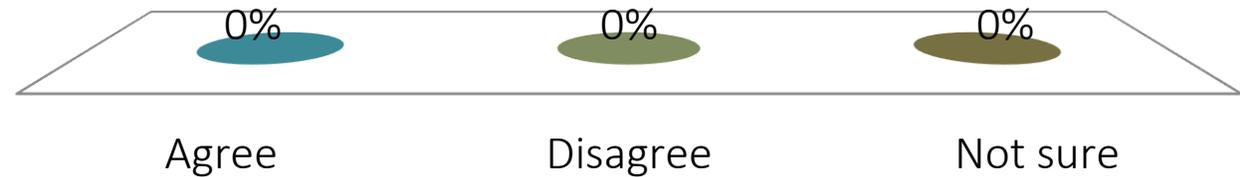


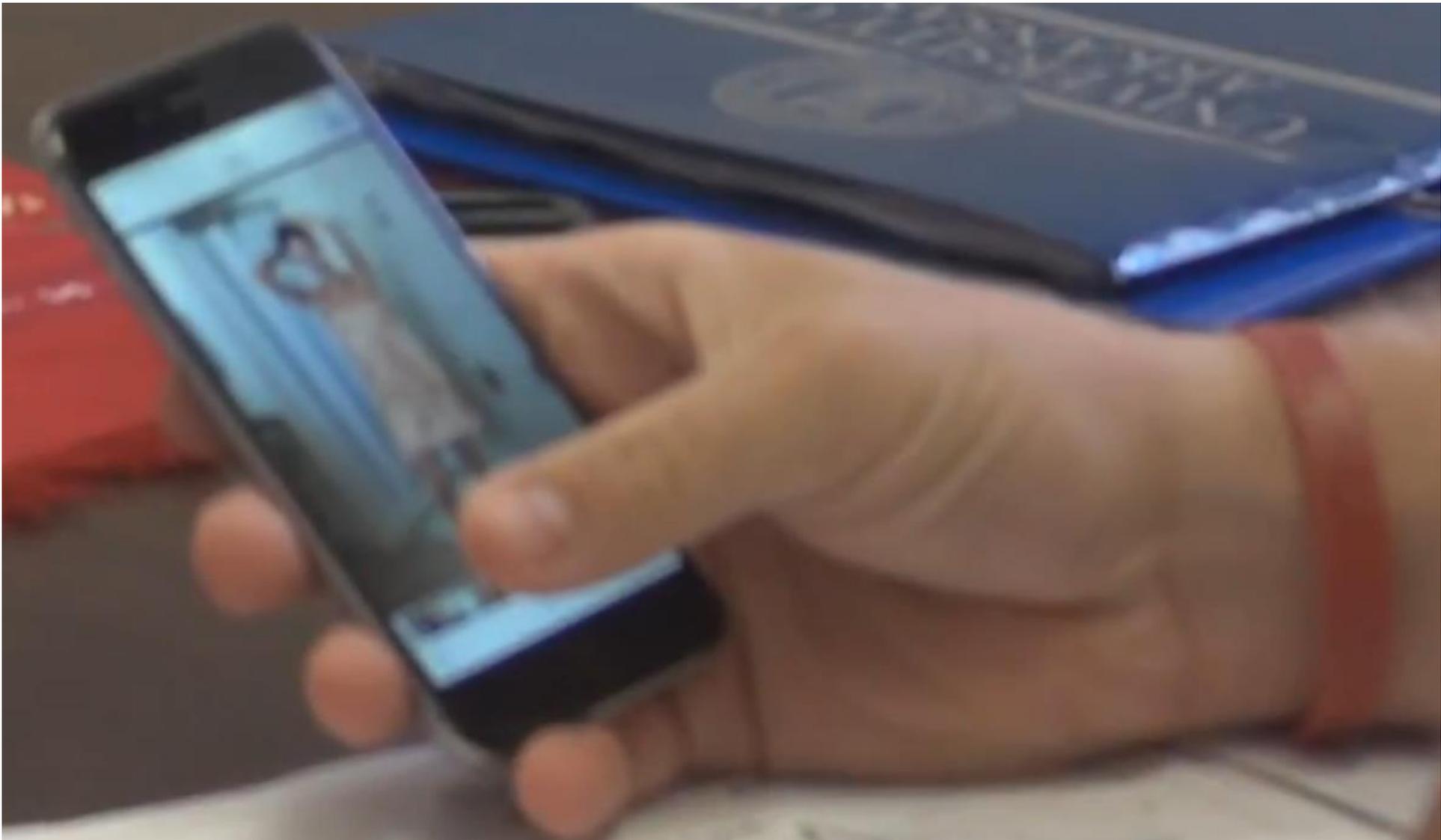
Why did I get an F?

<https://www.youtube.com/watch?v=Yi-jbb5mP9A>

# This was sexual harassment.

- A. Agree
- B. Disagree
- C. Not sure





Professor, why are you showing me this?

<https://www.youtube.com/watch?v=nrU3B5VoN7I>

# This was sexual harassment

- A. Agree
- B. Disagree
- C. Not sure



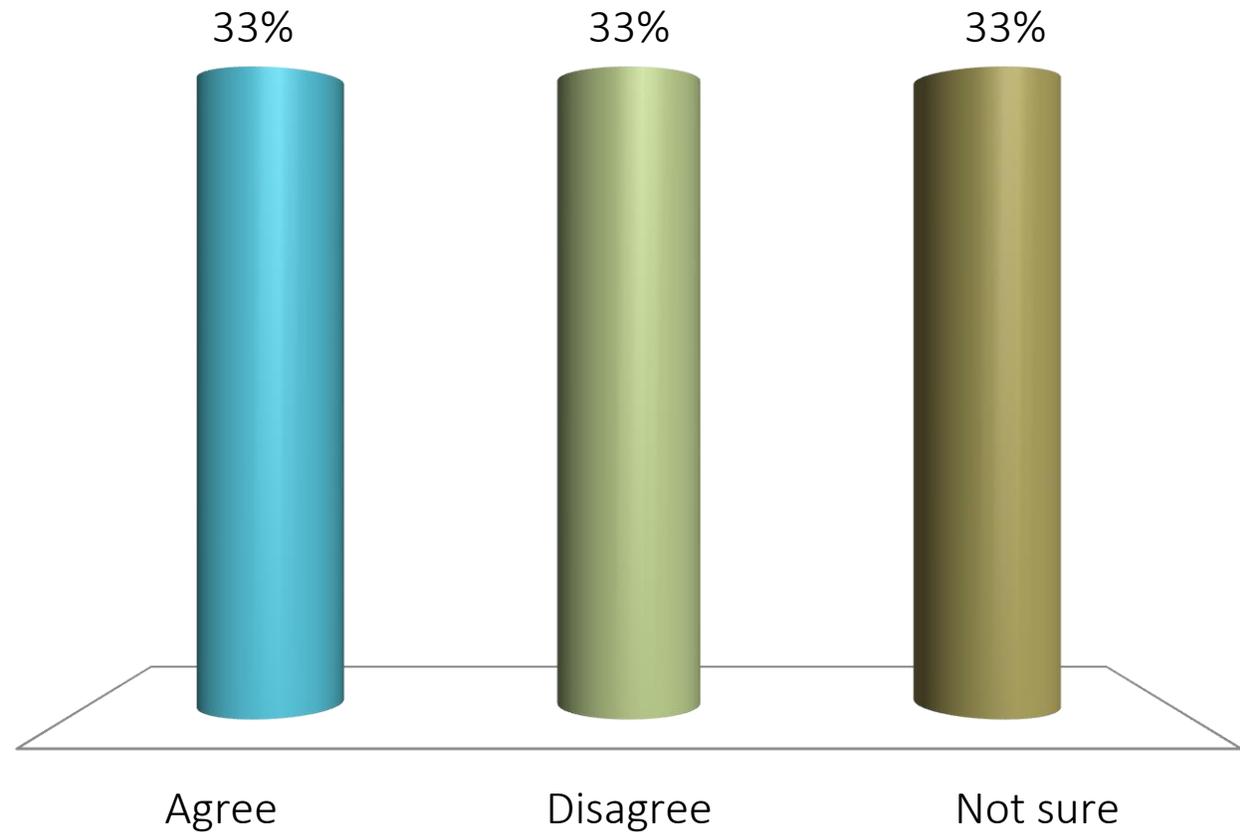


We're friends, right?

[https://www.youtube.com/watch?v=GFE0-UyRiZ4&feature=em-upload\\_owner](https://www.youtube.com/watch?v=GFE0-UyRiZ4&feature=em-upload_owner)

# This was sexual harassment.

- A. Agree
- B. Disagree
- C. Not sure



# Spectrum of Sexual Harassment

Visual	Verbal	Written	Touching	Power	Threats	Force
Ogling	Asking for dates	Love letters and/or poems	Violating personal space	Relationships	Quid pro quo	Rape
Staring				Using position to request dates or sex		Physical assault
Posters	Asking about personal life	Pornographic letters and/or poems	Patting		Demands	
Magazines			Lewd comments	Suggestive cards	Grabbing	Loss of job
Flyers	Dirty/sexual jokes	Whistling			Pinching	Selection process
			Caressing			
			Kissing			

# Title IX responsibilities....

Everyone on a college campus should receive Title IX training with regards to their institution's policies as they relate to Title IX and reporting requirements.

In addition, everyone should receive an annual Clery report, not to be confused with Title IX.

# Bystander Intervention



**stand.**



**speak.**



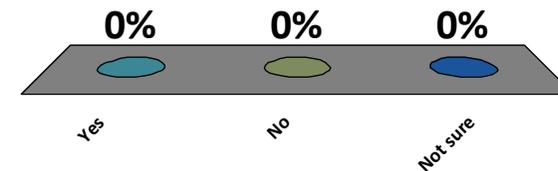
**act.**

# Have you heard of bystander intervention?

A. Yes

B. No

C. Not sure



# Bystander Intervention

[https://www.youtube.com/watch?v=eJE89Ub3Rhk&feature=em-upload\\_owner](https://www.youtube.com/watch?v=eJE89Ub3Rhk&feature=em-upload_owner) (UA guy/girl talking next to someone on the couch)

<https://www.youtube.com/watch?v=f0aPSGzjvOc> (Girl drinking/ Bystander)

# There are two types of bystanders:

**active bystander:** intervenes where help is needed.

**passive bystander:** does not become involved and ignores the situation

# Consent

con·sent

kən'sent

*noun*

1. permission for something to happen or agreement to do something.
2. voluntary, positive agreement between the participants to engage in specific sexual activity.

# You cannot assume that you have consent

If you are dating somebody, it does not mean that you agreed to have sex with them.

Consent needs to be CONTINUOUS – you have the right to withdraw consent at any time. You CAN change your mind and say “NO”

Agreement to engage in one form of sexual activity doesn't mean that you agreed to engage in other forms of sexual activity.

Summary on Consent

<https://www.youtube.com/watch?v=fGoWLWS4-kU> (like making a cup of tea)

# If someone you know is sexually harassed

Be supportive.

Tell them that you believe them.

Ask them how you could help.

Tell them that it was not their fault.

Help them identify possible resource options.

# Resources and Reporting

You can contact the police by calling 911.

Report the incident to your campus Title IX coordinator/office.

Call a rape crisis, sexual assault center, counseling.

- If you are not sure if you want to report your rape to the police, if you want to talk to somebody confidentially about what happened, or to learn about resources that are available to you, you can call or email STAR Central.
- University of Arkansas Resources:
  - Pat Walker Health Center
    - STAR Central (479) 575-7252, email: [survivor@uark.edu](mailto:survivor@uark.edu)
    - CAPS (Counseling and Psychological Services)
    - Primary Medical and Women's Clinics
  - Counselors in Residence (University Housing Program)
  - Psychological Clinic (Memorial Hall, Psychology Department)