

## ***#TimesUp: Go Beyond Policy in Managing Harassment***

### **What are we working toward?**

Maintaining a safe workplace environment that is free of harassment and discrimination of any kind, and that promotes respect among colleagues.

### **What's the difference between sexual harassment and non-sexual harassment?**

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute *sexual harassment* when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment. [Source: EEOC.gov]

Behavior such as making racist or negative comments can be construed as *workplace harassment*. Offensive gestures, drawings, or clothing also constitute harassment. You should address this sort of workplace bullying in the same way that you would sexual harassment – by reporting it to human resources and, if nothing is done, by filing a harassment claim with the EEOC. [Source: EEOC.gov]

### **How do we start?**

- Assess*. What is happening in my organization?
- Reflect*. Are we doing enough? What are our cultural norms and where are there power imbalances?
- Plan*. How are we prepared to respond to an allegation?

### **Action items checklist:**

- Discuss*. Open a discussion about your cultural history and identify areas of power imbalances.
- Address*. Clarify your reporting system and organizational response.
- Policy*. Develop a clear harassment policy.
- Training*. Build a training session that is useful and effective to your employee population, both staff (training 1) and management (training 2).

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### **Resources**

Equal Employment Opportunities Commission (EEOC): <https://www.eeoc.gov>

Society for Human Resource Management (SHRM): <https://www.shrm.org>

Employer's Council: <https://www.employerscouncil.org>

It's On Us: <https://www.itsonus.org/our-story/>

*Outside Magazine* article: <https://www.outsideonline.com/2277166/hostile-environment>

#SafeOutside initiative: <https://americanalpineclub.org/safeoutside>

### **Further Reading**

<https://www.outsideonline.com/2310016/former-inntopia-executive-sued-sexual-harassment>

<https://www.outsideonline.com/2265261/dont-care-about-sexual-harassment-dont-read-outside>

[https://www.eeoc.gov/eeoc/newsroom/wysk/harassed\\_at\\_work.cfm](https://www.eeoc.gov/eeoc/newsroom/wysk/harassed_at_work.cfm)