#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


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.eeoc.gov/eeoc/newsroom/wysk/harassed_at_work.cfm