



## JOBS FOR THE FUTURE

# ADDING A GENDER LENS TO NONTRADITIONAL JOBS TRAINING

CREATED BY WIDER OPPORTUNITIES FOR WOMEN

APRIL 2017

## TOOL 5.4 IS THIS SEXUAL HARASSMENT? EXERCISE SEXUAL HARASSMENT PREVENTION TRAINING

Use this tool as an exercise for students to identify whether different situations constitute sexual harassment. They can use Tool 5.3 The Four Types of Sexual Harassment, as a reference. Training participants can work alone, in pairs, or in small groups, and the facilitator can lead a large-group debrief of each scenario using the answer guide.

*This tool is adapted from the pre-apprenticeship Multi-Craft Core Curriculum of the Building and Construction Trades Department, AFL-CIO.*

### WHO SHOULD USE THIS TOOL

Occupational training instructors, with their students

### SOURCE

*This tool was originally published by Chicago Women in Trades.*

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This tool is part of Adding a Gender Lens to Nontraditional Jobs Training, created by Wider Opportunities for Women for the GreenWays initiative and revised by JFF as part of the Delivering the TDL Workforce initiative. All tools are available online at: <http://www.jff.org/newlensonjobs>.

Supported by the Walmart Foundation, Delivering the TDL Workforce expanded high-quality transportation, distribution, and logistics training programs in ten regions and promoted best practices in program design and delivery, employer engagement, and workforce partnership development. GreenWays was supported by grants from the U.S. Department of Labor through Pathways Out of Poverty and the Green Jobs Innovation Fund.

# IS THIS SEXUAL HARASSMENT?

Mark each item below with one of the following answers:

**YES** If you think it is sexual harassment

**NO** If you do not think it is sexual harassment

**MAYBE** If you think it may be sexual harassment

**?** If you are not sure

1. Male employees whistle at a female employee as she walks through the warehouse.  
\_\_\_\_\_
2. A male driver asks his female trainee out for a date. She says no, she's not interested; he continues to ask.  
\_\_\_\_\_
3. A crew leader writes notes with sexual innuendos and leaves them in a female worker's locker.  
\_\_\_\_\_
4. Pin-ups of naked women are hanging in the shop.  
\_\_\_\_\_
5. A supervisor puts a hand on a worker's shoulder and says 'You're really doing a great job. Let's go out for a drink later and talk about your future with the company.'  
\_\_\_\_\_
6. A male worker puts his hand over a female worker's to demonstrate how to use a tool. He takes his hand away as soon as he finished the demonstration.  
\_\_\_\_\_
7. The guys are going out for a drink after work. They ask the female workers to come along.  
\_\_\_\_\_
8. Julio works in a large downtown office building at night. One of the guys who works late has followed him around, asking him to have a drink with him. Julio does not understand English very well and decides to avoid going to that office. He has been reprimanded for not cleaning that office.  
\_\_\_\_\_
9. Steve regularly leers at Sandra's body, focusing on her breasts, hips and butt. It disorients Sandra to the extent that she sacrifices time and energy to go out of her way to avoid Steve's workstation.  
\_\_\_\_\_
10. Nancy and Isabel work in the same office. Whenever Nancy is near Isabel, she makes a point of touching her or brushing up against her. Isabel doesn't like it and has told Nancy that it upsets her. Nancy persists.  
\_\_\_\_\_
11. Eric is a forklift operator. All of his co-workers are female. He is young and attractive and the women take turns teasing him about his physique and making suggestive remarks. As a result, Eric often finds it hard to concentrate on his work. This has led to errors and Eric has been given a warning by his boss. Eric has now asked the women to stop, but they treat it as a big joke and continue.  
\_\_\_\_\_
12. A foreman has to choose whom to lay off. He tells a female worker that if she agrees to go out with him she won't get laid off.  
\_\_\_\_\_
13. A female trainee at a tool and die shop complains to her trainer that she does not like him rubbing up against her when they are working together. The trainer tells her that it comes with working in this field.  
\_\_\_\_\_
14. Bob the dispatcher calls Stella, who he knows is driving all night, and asks her to engage in phone sex. He adds that he'll withhold her miles if she doesn't comply.  
\_\_\_\_\_

## FACILITATOR ANSWER GUIDE

**1. Male employees whistle at a female employee as she walks through the warehouse.**

*This may be sexual harassment, if it is unwanted and repeated.* A female worker should not have to report to her supervisor that this is unwanted; it is the supervisor's responsibility to monitor the worksite; he or she should be aware of this behavior and warn the group that this may be sexual harassment.

**2. A male driver asks his female trainee out for a date. She says no; she's not interested, he continues to ask.**

*This is sexual harassment; it is unwanted and repeated.*

**3. A crew leader writes notes with sexual innuendos and leaves them in a female worker's locker.**

*This is hostile work environment sexual harassment.* The fact that it is the crew leader who is leaving the notes puts the company in jeopardy, since he is in a supervisory position.

**4. Pin-ups of naked women are hanging in the shop.**

*This is sexual harassment.* The courts have ruled that pornography and pin-ups create a hostile work environment.

Participants may say that if women don't object, then it's not a hostile work environment. To counter this, you may answer that this may be true, but female workers shouldn't be required to say that it's objectionable. It's a supervisor's responsibility to make it clear that these pictures are completely inappropriate in the workplace.

**5. A supervisor puts a hand on a worker's shoulder and says "You're really doing a great job. Let's go out for a drink later and talk about your future with the company."**

*This can be sexual harassment, if not going out has a negative impact on the worker's job.* Even if saying no doesn't affect a worker's job this behavior puts workers in a very uncomfortable position. Are they really free to say no? What will happen after they say no?

Supervisors also put themselves in a difficult position; even if they accept that the worker didn't want to go out and they have no intention of asking that person out again, what would happen if by coincidence the worker was laid off? The worker might not believe that this was coincidence, nor would the courts.

**6. A male worker puts his hand over a female worker's to demonstrate how to use a tool. He takes his hand away as soon as he finished the demonstration.**

*This is probably not sexual harassment.* However, the male worker should ask himself, "Is it really necessary for me to touch to demonstrate this? Do I touch men when demonstrating it?" The environment should be such that if the female worker does not want to be touched, she should feel free to say so, and the male worker should respect this.

**7. The guys are going out for a drink after work. They ask the female workers to come along.**

*This is probably not sexual harassment, but it can be a difficult situation.* Although going out for a drink can be a way to become part of a group, it has its hazards. Going to a bar is a social occasion, not a work situation, and it could lead to misunderstandings.

**8. Julio works in a large downtown office building at night. One of the guys who works late has followed him around, asking him to have a drink with him. Julio does not understand English very well and decides to avoid going to that office. He has been reprimanded for not cleaning that office.**

*While this appears to be sexual harassment, as it currently stands it is not a violation of the law because Julio has not said "no" to his harasser.* If Julio's boss is or becomes aware of what is going on and does nothing to stop it, then he as an employer is at fault for not putting a stop to the harassment.

- 9. Steve regularly leers at Sandra's body, focusing on her breasts, hips and butt. It disorients Sandra to the extent that she sacrifices time and energy to go out of her way to avoid Steve's workstation.**

*Even though this clearly seems like sexual harassment, because Sandra has not said "no" to this behavior at least once, there has been no violation of the law.* Once Steve is made aware of his unwanted behavior, if he continues it, then he will have violated the law.

- 10. Nancy and Isabel work in the same shop area. Whenever Nancy is near Isabel, she make a point of touching her or brushing up against her. Isabel doesn't like it and has told Nancy that it upsets her. Nancy persists.**

*This is clearly sexual harassment.* Nancy was told no but persists. She is breaking the law. Point out that sexual harassment isn't limited to heterosexual encounters. Women can sexually harass women, and men can sexually harass men.

- 11. Eric is a forklift operator. All of his co-workers are female. He is young and attractive and the women take turns teasing him about his physique and making suggestive remarks. As a result, Eric often finds it hard to concentrate on his work. This has let to errors and Eric has been given a warning by his boss. Eric has now asked the women to stop, but they treat it as a big joke and continue.**

*Steve is being sexually harassed.* While women are more often victims of sexual harassment in our society, men can and are sexually harassed by women as well.

- 12. A foreman has to choose whom to lay off. He tells a female worker that if she agrees to go out with him she won't get laid off.**

*This is an example of quid pro quo harassment.* The female worker does not have to agree to this offer in order to be harassed. That the foreman has put her in this position at all is already harassment.

- 13. A female trainee at a tool and die shop complains to her trainer that she does not like him rubbing up against her when they are working together. The trainer tells her that it come with working in this field.**

*This most likely is harassment.* Although tradespeople frequently work together in close quarters, they rarely need to rub up against one another.

- 14. Bob the dispatcher calls Stella, who he knows is driving all night, and asks her to engage in phone sex. He adds that he'll withhold her miles if she doesn't comply.**

*This is an example of quid pro quo harassment.* Regardless of what Stella does, as in the previous example, the position the dispatcher has put her in is already harassment.