

## Day 1 Worksheet

Sexual harassment is an unfortunate occurrence that can happen particularly the workplace. As you prepare to enter this work world you should be aware of the possibility that you might face instances of sexual harassment that could affect your safety and well being. This lesson will help you identify incidents of sexual harassment and provide you with suggestions for how to deal with it.

### Definition of Sexual Harassment:

“Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of 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.” (As defined by the U.S. Equal Employment Opportunity Commission, [www.eeoc.gov/types/sexual\\_harassment.html](http://www.eeoc.gov/types/sexual_harassment.html))

### Case Studies:

1. Kathy recently started a job at Burger City. At her first training meeting, she met all of the general managers. They were all male. As they explained the procedures to her, she felt highly uneasy and anxious because she thought that they might be checking her out. Later that day, she noticed them watching her closely. Whenever she made a mistake, they seemed to crack down on her hard. On her way home after work that day, Kathy broke down in tears from the stress.
2. Moira is planning a career as a model and competes in beauty pageants to promote her career. She just won a local beauty pageant and has arrived in Las Vegas to compete at the national level. She is very excited. Upon arriving at orientation, she is approached by a prominent judge. He compliments Moira on her clothing. He then proceeds to ask her if she wants to win. Moira replies, “Just as much as any other contestant here, and then some!” The judge laughs and then tells her that he has an idea to help her out. He tells her that if she will have sexual intercourse with him, he will make sure that she places at least in the top ten at the pageant. After hearing this, Moira becomes visibly angry. Afraid that she will make a fuss, the judge tells Moira that if she does not comply, he will make certain that she won't even make it to the first preliminary rounds.
3. Debbie skates at a local park on a routine basis. As a result, the park manager offers her a job refereeing the local skate competitions. Debbie accepts the job. One day while she is working, the manager reaches out and touches Debbie inappropriately. Debbie tells him to stop because she views this as offensive. The next day, he makes some lewd comments about her anatomy. Debbie doesn't tell him to stop this time. Instead, she just quits her job.