

SEXUAL HARASSMENT IS AGAINST THE LAW AND VIOLATES COMPANY POLICY

DEFINITION

Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964. 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.

EXAMPLES OF SEXUAL HARASSMENT:

- A supervisor implies to an employee that the employee must sleep with him/her to keep a job.
- A sales clerk makes demeaning comments about female customers to his co-workers.
- An office manager in a law firm is made uncomfortable by lawyers who regularly tell sexually explicit jokes.
- A cashier at a store pinches and fondles a co-worker against their will.
- A secretary's co-workers belittle her and refer to her by sexist or demeaning terms.
- Several employees post sexually explicit jokes on an office bulletin board.
- An employee sends e-mails to co-workers that contain sexually explicit language and jokes.

DID YOU KNOW:

- Sexual harassment is a gender-neutral offense. Men can sexually harass women, and women can sexually harass men. People of the same sex can also sexually harass each other.
- In 2006 the EEOC received 12,025 charges of sexual harassment and 15% of those charges were filed by males.
- The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
- Unlawful sexual harassment may occur without economic injury to or discharge of the victim.
- The harasser's conduct **MUST BE UNWELCOME**.
- Retaliating or taking revenge against someone for complaining about sexual harassment or for participating in an investigation of sexual harassment is also against the law.

WHAT SHOULD VICTIMS OF SEXUAL HARASSMENT DO?

1. **Say "NO" clearly:** Tell the person that his/her behavior offends you. Firmly refuse all invitations. If the harassment doesn't end promptly, write a letter asking the harasser to stop and keep a copy.
2. **Write down what happened:** As soon as you experience the sexual harassment, start writing it down. Write down dates, places, times, and possible witnesses to what happened. If possible ask your co-workers to write down what they saw or heard, especially if the same thing is happening to them.
3. **Report the Harassment:** Utilize the grievance procedure in your company. Tell your supervisor, your human resource department or some other person with your organization who has the power to stop the harassment. When possible do so in writing as well.
4. **Involve your Union:** If you belong to a union, you may want to file a formal complaint through the union and get an official to help you through the grievance process.

5. **File a discrimination complaint with a government agency:** If you want to file a lawsuit in federal or state court, you must first file a formal sexual harassment complaint with the federal Equal Employment Opportunity Commission (EEOC) and/or your state's fair employment agency. **Be careful not to miss deadlines for filing!** Under federal law and in many states you may only have 180 days to file a formal complaint.
6. **File a lawsuit:** You can sue for money damages, to get your job back, and you can also ask the court to make your employer change its practices to prevent future sexual harassment from occurring.

WHAT IS AN EMPLOYER'S RESPONSIBILITY?

1. When an employer receives a complaint or otherwise learns of alleged sexual harassment in the workplace, the employer should investigate promptly and thoroughly.
2. The employer should take immediate and appropriate corrective action by doing whatever is necessary to end the harassment, make the victim whole by restoring lost employment benefits or opportunities, and prevent the misconduct from recurring.
3. Disciplinary action against the offending supervisor or employee, ranging from reprimand to discharge, may be necessary. Generally, the corrective action should reflect the severity of the conduct.

HOW CAN EMPLOYERS HELP TO PREVENT SEXUAL HARASSMENT?

- Develop a written policy dealing with sexual harassment, indicating that sexual harassment is against the law and also violates company policy.
- Develop an effective complaint procedure for workers subjected to sexual harassment. Provide a mechanism for employees to bypass their supervisor when the supervisor participates in the harassment or fails to take proper action. The complaint procedure should encourage a prompt solution to the problem.
- Promptly and effectively respond to sexual harassment complaints. Undertake a complete and confidential investigation of any allegations of harassment and impose appropriate disciplinary action.
- Train all employees and supervisors. (Some states require this)
- Prevent sexual harassment before it occurs. Circulate or post the company anti-harassment policy and the EEOC rules on sexual harassment. Express strong disapproval of such conduct and tell employees of their right to be free from harassment.

For more information contact the federal agency that enforces sexual harassment laws:
U.S. Equal Employment Opportunity Commission (EEOC)
1801 L Street, N.W.
Washington, D.C. 20507
Phone: 1-800-669-4000
TTY: 1-800-669-6820
www.eeoc.gov

Cogic Harrasment Policy

Michael Seilmaier



Cogic Harrasment Policy:

Pentecostals and Nonviolence Paul Alexander, 2012-11-09 Pentecostals and Nonviolence explores how a distinctly Pentecostal charismatic peace witness might be reinvigorated and sustained in the twenty first century To do so the book examines the nature of the early Pentecostal commitment to nonviolence and investigates the possibilities that might emerge from Pentecostals and Anabaptists entering into conversation and worship with each other Contributors engage the arguments surrounding the heritage of Pentecostal pacifism in the United States and then move toward exploring nonviolence and peacemaking as crucial for contemporary Christianity as a whole Ranging from theology testimony and pastoral ministry to interchurch relations activism and protest this diverse collection of essays challenge and invite the whole church to the task of peacemaking while exploring the distinctive and often neglected contributions from the Pentecostal charismatic tradition *Proclaim Peace* Theron F. Schlabach, Richard Thomas Hughes, 1997 *Religion in the American South* Beth Barton Schweiger, Donald G. Mathews, 2005-10-12 This collection of essays examines religion in the American South across three centuries from the beginning of the eighteenth century to the civil rights movement of the 1960s The first collection published on the subject in fifteen years Religion in the American South builds upon a new generation of scholarship to push scholarly conversation about the field to a new level of sophistication by complicating southern religion geographically chronologically and thematically and by challenging the interpretive hegemony of the Bible belt Contributors demonstrate the importance of religion in the South not only to American religious history but also to the history of the nation as a whole They show that religion touched every corner of society from the nightclub to the lynching tree from the church sanctuary to the kitchen hearth These essays will stimulate discussions of a wide variety of subjects including eighteenth century religious history conversion narratives religion and violence the cultural power of prayer the importance of women in exploiting religious contexts in innovative ways and the interracialism of southern religious history Contributors Kurt O Berends University of Notre Dame Emily Bingham Louisville Kentucky Anthea D Butler Loyola Marymount University Paul Harvey University of Colorado Colorado Springs Jerma Jackson University of North Carolina at Chapel Hill Lynn Lyerly Boston College Donald G Mathews University of North Carolina at Chapel Hill Jon F Sensbach University of Florida Beth Barton Schweiger University of Arkansas Daniel Woods Ferrum College **Tennessee Historical Quarterly** , 2004

Africana Anthony Appiah, Henry Louis Gates (Jr.), 2005 Ninety years after W E B Du Bois first articulated the need for the equivalent of a black Encyclopedia Britannica Kwame Anthony Appiah and Henry Louis Gates Jr realized his vision by publishing Africana The Encyclopedia of the African and African American Experience in 1999 This new greatly expanded edition of the original work broadens the foundation provided by Africana Including more than one million new words Africana has been completely updated and revised New entries on African kingdoms have been added bibliographies now accompany most articles and the encyclopedia s coverage of the African diaspora in Latin America and the Caribbean has

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True Heroines William Wilbanks,2000 Describes the circumstances and events which led to the 138 women law enforcement officers who died in the line of duty the identity of their perpetrator s and the deposition of the case with a biography and photo of each officer and their descendants Author Dr William Wilbanks carefully researched each case and unveiled the mystery of unsolved deaths

Religion Index One ,1995 **Black Newspapers Index** ,2007

Policy Guidance on Current Issues of Sexual Harassment ,1990 Implementing Sexual Harassment Policy Laura Ann Reese,1999 *Anti-harassment Policies for the Workplace* Canadian Human Rights Commission,2006 *Sexual Harassment Policy and Procedures* Wilfrid Laurier University. Sexual Harassment Committee,1991

Sexual Harassment and Higher Education Billie Wright Dziech,Michael W. Hawkins,2012-10-12 First Published in 1998 In 1984 Billie Dziech co wrote *The Lecherous Professor* one of the first books to articulate the problem of sexual harassment on college campuses Since that time a number of books exploring the issues cases and laws have moved the topic into the public eye This work the brainchild of a lawyer and an academic reflects on some of the more controversial and overlooked aspects of sexual harassment and its litigation and law Chapters cover the legal and regulatory evolution of the issue and its context in higher education at the end of the 20th century the importance of having colleges approach policy making and harassment by analyzing their own environment an examination of the treatment of women experiencing harassment with special focus on women who appear unscathed by it the situation of the male on campus and the problem of non meritorious cases the most familiar myths of consensual relationships and the role of bans in dealing with them and the contention that the sexual harassment issue has exposed higher education s excesses and contradictions

Sexual Harassment M. Diane Jordan,1999 *The Issue is Respect* University of California, San Diego. Office of Sexual Harassment Prevention Policy,1995*

Sexual Harassment in Education John F. Lewis,Susan C. Hastings,1994 Case Dismissed! Carol M. Merchasin,Mindy H. Chapman,Jeff Polisky,2003 Intends to improve harassment prevention training This title allows the reader to prepare a request for proposal to outsource harassment training review an organization s harassment training and design specific harassment training for an organization

Sexual Harassment Policy ,1993 Gender Based and Sexual

Harassment Policy New South Wales. Police. Equity & Diversity Branch,1998 *The 9 to 5 Guide to Combating Sexual Harassment* Ellen Bravo, Ellen Cassidy, 1992-06-05 Addresses the latest thinking about what constitutes sexual harassment Outlines the laws their history and how to use them Describes the effects of this issue and offers recommendations for the future Enables those being harassed to take action against the abuse obtain support from others help institute a strong workplace policy and file a formal complaint Also helps managers and union leaders prevent harassment and deal with it effectively should it occur A significant amount of actual harassment experiences appear throughout and assist in shaping the advice presented

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