

# SEXUAL HARASSMENT IN THE WORKPLACE

## WHAT IS SEXUAL HARASSMENT?

Sexual harassment is engaging in a course of vexatious comment or conduct that is known or ought to be known to be unwelcome, based on the prohibited grounds of sex, sexual orientation, gender identity, and gender expression. In some cases, one incident could be serious enough to be sexual harassment.

## SEXUAL HARASSMENT INCLUDES, BUT IS NOT LIMITED TO:

- Asking for sex in exchange for a benefit or a favour
- Degrading words and comments
- Degrading pictures or objects
- Making unnecessary physical contact, including unwanted touching
- Calling people sex-specific derogatory names
- Repeatedly asking for dates, and not taking "no" for an answer
- Making sex-related comments about a person's physical characteristics or actions
- Saying or doing something because you think a person does not conform to sex-role stereotypes
- Posting or sharing pornography, sexual pictures or cartoons, sexually explicit graffiti, or other sexual images (including online)
- Making sexual jokes
- Bragging about sexual prowess
- Refusing to refer to a person by their self-identified name or personal pronoun
- Requiring a person prove their gender



## EMPLOYER'S RESPONSIBILITY

- Create a safe and respectful work environment
- Develop a policy and procedures
- Promptly and appropriately respond to issues as they arise
- Educate managers about their roles and responsibilities
- Ensure senior managers lead by example

## IF IT HAPPENS TO YOU

- Remember it's not your fault
- Talk to someone you can trust
- Document incidents
- Learn about your rights and options for getting the behaviours to stop



## YOUR OPTIONS FOR RESOLUTION

- If it is safe and if you are comfortable, speak to the harasser
- Speak to your manager or Human Resources
- Go to the next person in authority if the harassment continues
- Make a formal complaint
- If you are threatened or assaulted, contact the police



## IF IT HAPPENS TO SOMEONE ELSE

- Object when you see sexual harassment -- Tell the person this behaviour is not okay
- Educate yourself on the issue
- Support co-workers who disclose they've been sexually harassed
- Respect whatever choice the person makes
- Request that your organization develops clear policies and procedures

# Costco Employee Guide 2013 Sexual Harrasment Policy

**Martha Farrell Foundation**



## **Costco Employee Guide 2013 Sexual Harrasment Policy:**

**Masculinity at Work** Ann C. McGinley,2016-05-31 This book explains how masculinity defeats equal rights for both men and women in the workplace and to encourage the public lawyers and the courts to do something about it Although Title VII of the Civil Rights Act of 1964 protects both men and women from sex discrimination at work the courts do not always know illegal discrimination when they see it In fact because it is considered normal masculinity is often invisible to the naked eye Author **Fundamentals of Human Resource Management** Robert N. Lussier,John R. Hendon,2019-08-06

Fundamentals of Human Resource Management Functions Applications Skill Development helps students of all majors build the skills they need to recruit select train and develop employees Bestselling authors Robert N Lussier and John R Hendon explore the important strategic function HR plays in today s organizations A wide variety of applications self assessments and experiential exercises keep students engaged and help them see the relevancy of HR as they learn skills they can use in their personal and professional lives The Second Edition includes 13 new case studies and new coverage of the agile workplace generational differences gamification social media and diversity and inclusion This title is accompanied by a complete teaching and learning package *Management Fundamentals* , **Human Resources Report** ,2009-07 The Manager's Pocket Guide to Preventing Sexual Harassment Terry Fitzwater,1998 Learn how to protect your employees as well as your company from sexual harassment The Manager s Pocket Guide to Preventing Sexual Harassment approaches the issue globally from creating policy statements on sexual harassment and conducting employee audits to determine vulnerabilities and appropriate cures to the five A s of understanding to handling and dealing with stereotypes and biases The pocket guide also covers the investigation process and how to properly document incidents it also includes exercises to instill ownership and facilitate understanding among employees to generate commitment to harassment prevention **The Essential Guide to Handling Workplace Harassment & Discrimination** Deborah C. England,2021-09-28 Keep harassment and discrimination out of your workplace Discrimination and harassment can poison the work environment prevent employees from succeeding undermine company diversity efforts and even lead to costly investigations and lawsuits But it doesn t have to be that way Armed with the information and strategies in this book you can protect your employees and your company from illegal harassment and discrimination This book explains how to prevent harassment and discrimination and quickly and effectively handle any incidents that arise You ll learn how to recognize harassment and discrimination develop an effective policy against discrimination and harassment train employees and managers conduct a fair and thorough investigation document your company s response take action against wrongdoers respond to agency complaints investigations and even lawsuits Filled with real world cases answers to common questions and tools you can use immediately in your company The Essential Guide to Handling Workplace Harassment Discrimination is your go to guide for preventing and managing harassment and discrimination claims **The 9 to 5 Guide to Combating Sexual Harassment**

Ellen Bravo, Ellen Cassedy, 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 **The Student's Guide to Preventing Sexual Harassment in the Workplace** Beth K Whittenbury, 2013-02-25 Find out how to protect yourself from liability for sexual harassment claims and what steps organizations as well as managers should take to prevent sexual harassment in the workplace Amazon com viewed May 19 2020 [Sexual Harassment on the Job](#), 1983

**Sexual Harassment** Kathleen Kapusta, 2018-08-10 Sexual Harassment A Guide to a Harassment Free Workplace can have an immediate and significantly positive impact on the ways in which your organization manages the issue of sexual harassment Every chapter of this powerful resource can affect the way you handle and preempt the possibility of sexual harassment in your organization Here are just a few of the key topics covered in this leading resource that are often overlooked or even unknown to those setting an organization's policies The hidden costs of harassment How top executives set the tone The serious extent of the risk Personal liability Why hasn't sexual harassment training worked Who to train and when to train How to properly investigate harassment How to handle the reluctant employee Who should investigate Determining credibility Understanding and avoiding defamation Protecting the accuser and the accused during the investigation And much more Sexual harassment may expose employers to automatic liability under certain circumstances and regardless of legal liability the negative publicity high cost of turnover lowered employee morale and the potential expenses associated with lawsuits are just some of the devastating effects sexual harassment can have on the workplace Every organization's best defense is a proper offense and Sexual Harassment A Guide to a Harassment Free Workplace is the absolutely necessary starting point [Sexual Harassment on the Job](#) United States Commission on Civil Rights. Vermont Advisory Committee, 1982 **Sexual Harassment on the Job** United States Commission on Civil Rights. New Hampshire Advisory Committee, 1982 *Sexual Harassment* Arjun Prakash Aggarwal, 1992 **Sexual Harassment in the Workplace** Ralph H. Baxter, Lynne C. Hermle, 1993-12-01 Newly updated this classic guide helps line and staff managers understand the law and set and implement policy Provides the most current information on conduct constituting sexual harassment employer liability employer's duty to investigate constructive discharge and more Also contains EEOC guidelines sample policy statements case histories and a guide to relevant state and Canadian laws **Sexual Harassment** Tracy O'Shea, Jane LaLonde, 1998-08-15 Explains how to file a formal complaint and offers advice on coping with retaliation stress the legal system and career changes [Sexual Harassment on the Job](#) United States Commission on Civil Rights. Massachusetts Advisory Committee, 1983 **A Supervisor's Guide to Preventing Sexual Harassment** Greg A. Naylor, 1996

Prevention of Sexual Harassment in the Work Place ,1985      Prevention of Sexual Harassment at the Workplace Martha Farrell Foundation,2019-10-04 The definitive guide to everything you wanted to know about sexual harassment at the workplace Prevent sexual harassment Make your organization a safe workplace Be compliant with the law The Sexual Harassment of Women at Workplace Prevention Prohibition and Redressal Act 2013 is the primary legal mechanism to ensure that women are protected against sexual harassment at the workplace Yet how aware are all of us men and women employees and employers of these rights What actions do organizations need to take to adhere to the law What are the consequences for organizations that don't make the compliance cut And how can employers go beyond mere compliance to create a workplace that is safe for all employees The ultimate step by step manual for the prevention prohibition and redressal of sexual harassment at the workplace this book contains A visual A Z manual summarizing definitions types of sexual harassment and timelines for filing and investigating complaints Easy to understand explanations of what constitutes a workplace an employer how hostile work environments get created and the obligations of employees team leads and heads of organizations Detailed key processes from creating organizational policies to constituting anti sexual harassment committees and handling complaints Case studies illustrating roles and responsibilities of committee members for effective unbiased redressal Sample letters reporting formats outlines and draft policies to aid reporting for internal and external compliance This comprehensive handbook is an indispensable resource for all employees organizations and Internal Committee members

Draw the Line Frances Lynch,1995 60% of all women in the workplace have been victims of sexual harassment This book explains in clear language how to establish a sexual harassment free workplace that benefits employees and employers Draw The Line uses sample sexual harassment policy guidelines complaint forms and disciplinary letters to help the owner learn to recognize remarks and actions that are legally actionable

## Reviewing **Costco Employee Guide 2013 Sexual Harrasment Policy**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is actually astonishing. Within the pages of "**Costco Employee Guide 2013 Sexual Harrasment Policy**," an enthralling opus penned by a very acclaimed wordsmith, readers attempt an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve in to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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