

Sexual Harassment Information & Resources

How You Can Prevent Sexual
Harassment in Your Classroom



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Sexual harassment



- **A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when**
 - a person's job, pay, or career is placed at risk OR
 - an employee's conditions of employment or career are affected OR
 - an intimidating, hostile or offensive environment is created.

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While the Civil Rights Act refers specifically to the "workplace," this term also applies to **CLASSROOMS, LABS, dormitories, and cafeterias.**



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What does that mean in terms of behavior in the academic arena?



- Verbal comments
- Nonverbal gestures
- Physical contact

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Verbal Comments

Examples of sexual harassment:

- Telling "off-color" jokes
- Using profanity
- Expressing threats
- Making sexual comments
- Whistling in a sexual manner
- Asking about one's sexual fantasies/preferences
- Describing one's physical sexual attributes or appearance
- Using terms of endearment such as "Honey", "Babe", "Dear", "Stud", or "Hunk" when referring to co-workers, employees or students



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Nonverbal Gestures

Examples of sexual harassment:

- Staring at someone
- Blowing kisses
- Winking
- Licking one's lips in a suggestive manner
- Displaying sexually oriented pictures or cartoons in a classroom, lab, or office
- Using sexually oriented screen savers on classroom, lab, or office computers
- Sexually oriented notes, letters, faxes, or email





Nonverbal forms of sexual harassment may take on a more hostile appearance after the victim has rejected the advances of the offender.



Physical Contact

Examples of sexual harassment:

- Touching
- Patting
- Pinching
- “Accidentally” bumping
- Grabbing
- Cornering or blocking a passageway
- Kissing
- Providing unsolicited back or neck rubs



Is this sexual harassment?

An easy way to determine whether a specific incident or behavior constitutes sexual harassment is to ask the following questions:

- Is the behavior sexual in nature?
- Is the behavior unwelcome?
- Does the behavior create a hostile or offensive environment?
- Would you behave that way if someone you respected were present?



Identifying sexual harassment

- Sexual harassment can manifest itself in a number of ways. If you are uncertain, call the Women’s Resource Center or the Office of Diversity Management for assistance.
- Remember: men can be victims of sexual harassment, also.



How Can I Prevent Sexual Harassment In the Classroom?

- Don’t allow sexual harassment to take place in your classroom, lab space or work area. If you witness an incident, do something about it.
- Support those you know who are having harassment problems. Encourage them to take action or report it yourself.
- Don’t accept sexual harassment as “the way things are” or be fooled into thinking sexual harassment is a joking matter.
- Share information about sexual harassment with others.



Preventing sexual harassment

Direct Approach

- **Confront the harasser and tell him or her that the behavior is not appreciated, unwelcome, illegal and that it must stop.**
- **Stay focused on the behavior and its impact, not the individual person.**
- **Use common courtesy.**
- **Write down thoughts before approaching the individual involved.**

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Preventing sexual harassment



Indirect Approach

Send a letter to the harasser stating the facts, personal feelings about the inappropriate behavior, and expected resolution.

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Preventing sexual harassment



Third Party Approach

- **Request assistance from another person to talk to the harasser, accompany the victim, or intervene on behalf of the victim to resolve the conflict.**
- **This could be a supervisor, manager, HR official, or Student Affairs official.**

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Supervisory Involvement



Report the behavior to immediate supervising faculty member or others in chain of command and ask for assistance in resolving the situation.

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To File A Formal Complaint



- Contact the Office of the Dean of Students (or Office of Diversity Management). Keep notes of dates, locations, and witnesses.
- If you are uncertain about whether or not you would like to file a complaint, you may contact these offices for assistance. Until you name a person or department, you can remain anonymous.
- Review Georgia Tech's policy on Sexual Harassment and Sexual Misconduct for further information.

A complaint must be presented within one year of the alleged harassment.

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Contacts for complaints and questions



- For faculty-to-student, student-to-faculty or student-to-student harassment, contact:
Office of the Dean of Students, Student Services Building, Room 210,
(404) 894-6367
Dean Gail DiSabatino or Dean Stephanie Ray (404) 894-6367

Women's Resource Center, Student Services Building, Room 217
(404) 385-0230
Yvette Upton, WRC Coordinator. (404) 385-1563
- For employee-to-employee harassment:
Office of Diversity Management, 490 10th Street, (404) 894-9410
Pearl Alexander, Director (404) 894-0300
Thomas Vance, Sr. Diversity Management Specialist (404) 894-3249
Nicole Shinhoster Stephens, Diversity Management Specialist
(404) 385-0338