



A Respectful Workplace

**Preventing and
Addressing
Sexual
Harassment**



Objectives:

- Define Sexual Harassment
- Describe responsibilities when harassment has been charged
- Identify ways to promote a harassment-free workplace




At Your Table:

- ▶ Introduce yourself

- ▶ When I come to work, I most look forward to _____.

Workplace Expectations





➔ What are some subtle things that someone might witness or experience that could be interpreted as sexual harassment?



The Law



Protections for Employees

The Law

- ▶ U.S. Civil Rights Act of 1964
- ▶ Vermont Fair Employment Practices Act
- ▶ Equal Employment Opportunity Commission (EEOC)





Types of Sexual Harassment

Hostile Work Environment

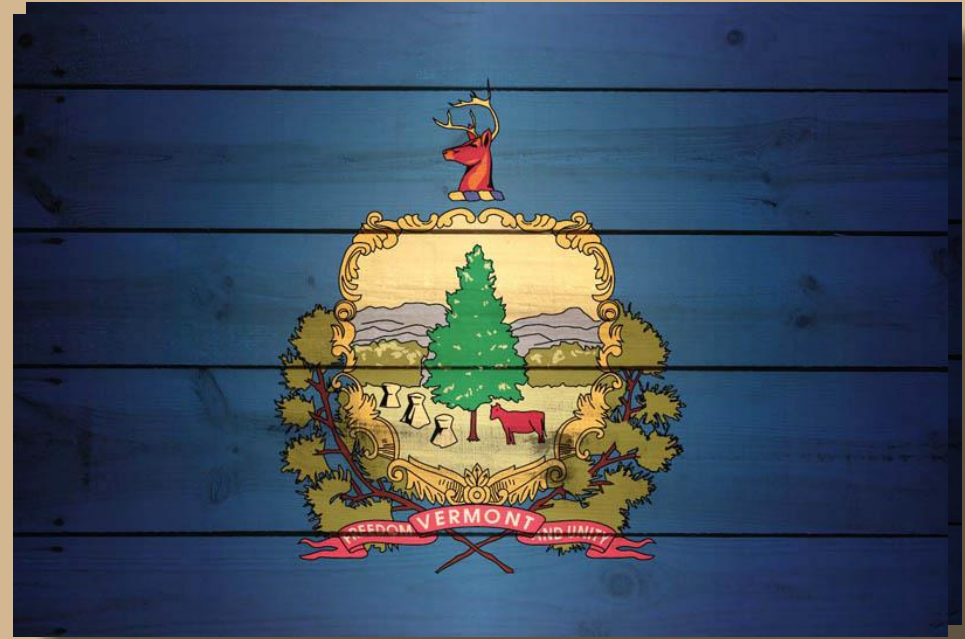
- Severe
- Pervasive

Quid Pro Quo

- Favors
- Power

Responsibilities

State of Vermont



- Employer Employment or Actions
- Employee's negative recommendations

Responsibilities

Employees



Supervisors



Complaint Process



What typically happens



Complaint Process

Human Resources
Field Representative
Contacted

Appointing Authority
Responds

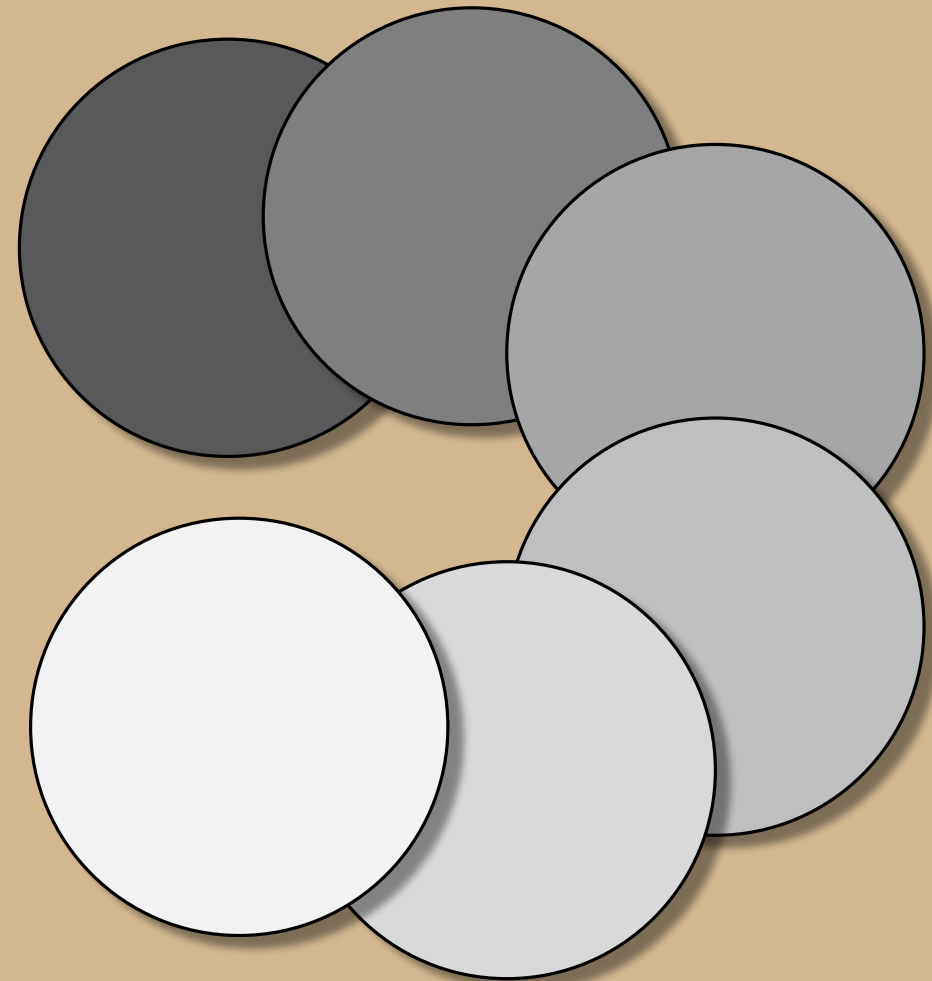
Appointing Authority
Decides; Notification
Letters Sent

Investigation
Initiated





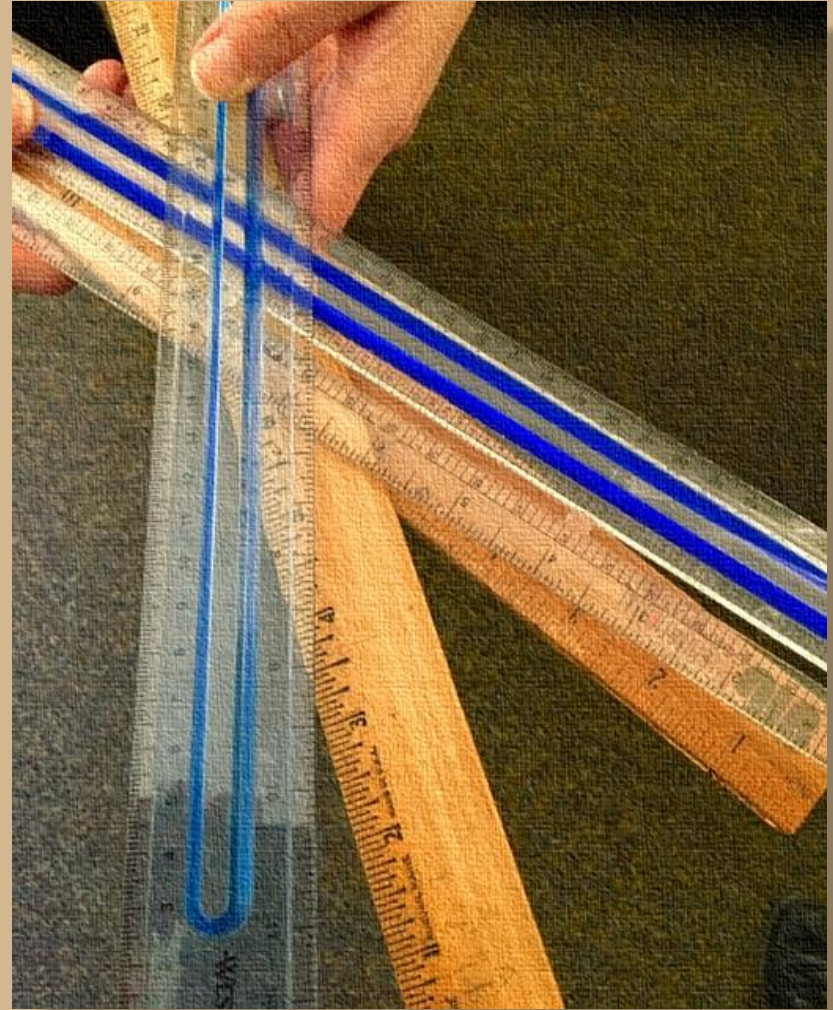
The Gray Areas



When a situation crosses the line

The Platinum Rule

Intent and Impact





35 Ways to Help



What to say. What to do.



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