

Learning & Dialogue About Sexual Harassment

**NJHSA
CONFERENCE
2018**



JVS
CHICAGO


**Jewish Child
& Family Services**
Redefine What's Possible.

Welcome!

- I am here to learn about what my agency can do to strengthen our harassment trainings, policies, etc.
- I am here to learn about how I can provide my community with guidance, education, support about sexual harassment.
- I am here to learn.

Objectives

- Provide an accurate definition of sexual harassment and the range of sexual harassment behaviors.
- Illustrate the impact of sexual harassment on agencies and the community.
- Increase ability to respond appropriately and effectively to questions, concerns, and/or disclosures.
- Explore a variety of strategies and activities that to build, strengthen and sustain sensitive and safe environments.

How are we going to do this?

- Present foundational information
- Share questions, concerns, ideas
- Engage in self & agency assessment/reflection
- Provide take-away materials

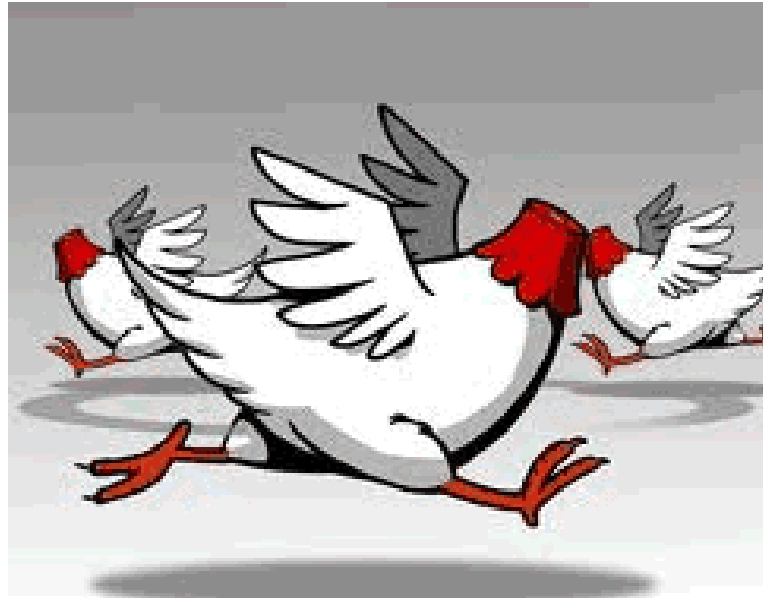
Overall Challenge



The Unique Challenges of Human Service Agencies and the Communities We Serve

- Complex/multi-layered infrastructures (not “just” a workplace)
- We always treat each other nicely. We are one big happy family!
- Strong value in reputation
- Continued belief that we shouldn't air our dirty laundry in public

Breathe & Think



Sexual Harassment Is . . .

- Uninvited and unwelcome verbal or physical behavior of a sexual nature
- Includes touching, feeling, groping and/or repeated unpleasant, degrading and/or sexist remarks
- Sexual conduct is unwelcome whenever the person subjected to it and/or others considers it unwelcome
- Often committed by a person in authority toward a subordinate

Range of Sexual Harassment Behaviors

INAPPROPRIATE JOKE

UNWANTED TOUCH

PINCHING, PATTING, RUBBING

HEY, DON'T YOU LOOK SEXY!

SUGGESTIVE NOTES, EMAILS

MAKING OFFENSIVE COMMENTS ABOUT SOMEONE'S SEXUAL ORIENTATION

STARING IN A SEXUALLY SUGGESTIVE OR OFFENSIVE MANNER

PURPOSEFULLY BRUSHING UP AGAINST ANOTHER PERSON



SEXUAL ASSAULT/RAPE

One Size Doesn't Fit All

- Consider every incident on it's own.
- Differentiate between cases that meet the legal definition of sexual assault and those that don't.
- Be aware that standards of behavior have changed over the decades.

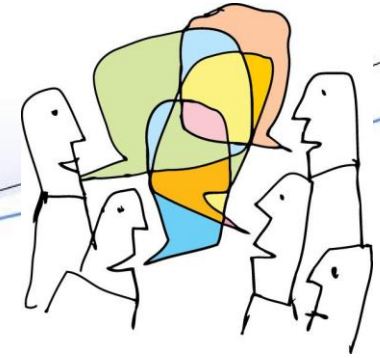


North Star Goal



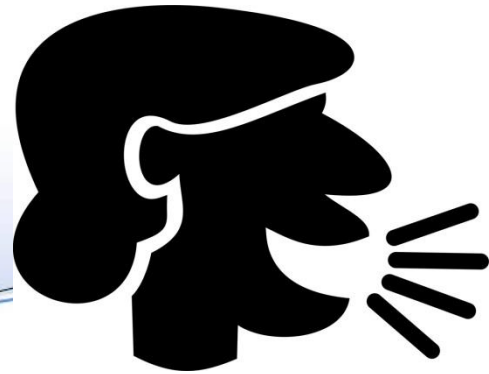
BUILD & SUSTAIN
A
THOUGHTFUL, RESPECTFUL,
HEALTHY, SAFE
ENVIRONMENT

Talk & Learn Together!



- *Questions/concerns at your agency/in your community*
- *Successful strategies/activities that your agency/your community has employed (education, policies, infrastructure)*

What Can We Do?



EQUAL EMPOWERMENT

- *It's okay for anyone/everyone to speak up & speak out.*

**Intervention is not about putting on a cape and saving the day.
It's about having a conversation about the way someone is
talking or acting.**

- *Encourage civility & respectful behaviors.*
- *Encourage & make it easy to report.*

What Can We Do?

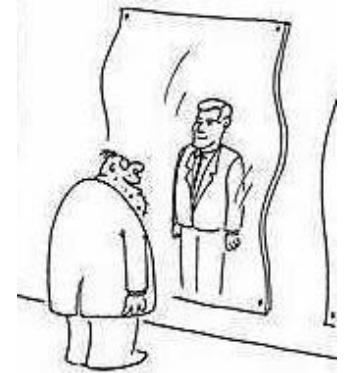
EFFORT WOVEN THROUGH INSTITUTIONAL FABRIC

- *Recurrent harassment focused trainings*
- *Creating, communicating and regularly reviewing policies*
- *Identify & offer opportunities for all kinds of education – (leadership skills, meeting facilitation, effective communication)*

What Can We Do?

ENGAGE IN HONEST, TOUGH REFLECTION (Institutional & Personal)

- *Who holds power?*
- *What are the communication lines?*
- *How do individuals interact?*
- *What are my own biases? When have I been silent? Complacent? Have I/Do I misuse my power?*



**NONE OF US CAN SEEK TO HEAL A BROKEN SYSTEM WITHOUT
REALIZING OUR ROLE IN SUSTAINING IT.**

What Can We Do?

GENDER DOES MATTER

- *Identify and correct gender inequalities.*
- *People of all gender identities and sexual orientations are victimized; overwhelming number of sexual harassment issues involve men mistreating women.*
- *Don't put all women in a good bucket and all men in a bad bucket*

**IT'S NOT ONLY ABOUT MEN "STANDING" WITH WOMEN.
IT'S ABOUT A RE-BALANCE OF POWER & CONTROL.**

Catalysts for Change



- *System change requires a slow journey down a winding road.*
- *Changing behaviors and actions requires time and patience.*
- *There is a big difference between technical fixes and adaptive changes.*
- *Be less reactive and more thoughtfully strategic.*
- *Network with each other – recommendations to NJHSA about how they can be helpful*

I Will . . .



Write down 1-3 things you will do
when you get back to your agency.

Let's Keep Talking . . .

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