Learning & Dialogue About Sexual Harassment

NJHSA CONFERENCE 2018
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 its 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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