

Script:

*****SAME START AS OTHER DELPHI VIDEOS**

Start of video (music clip 1) and show slide one for 6 secs

Sharon (audio): Hello, we're the PEACC Program. PEACC stands for Prevention, Education, and Advocacy on Campus & in the Community.

Our mission is to develop a proactive approach to addressing violence against women at the University of Louisville with a specific emphasis on the issues of sexual assault/rape, intimate partner violence, and stalking.

Our goals are to

- Develop a network of organizations, both on and off campus, to address, prevent and respond to violence against women.
- Provide advocacy and assistance to university students, staff and faculty
- Facilitate training and educational programs
- Raise campus awareness of the issue of violence against women

Jason (audio): You may have seen the following PEACC Program Collaborative Events on campus:

Take Back the Night
The Vagina Monologues
International Women's Day
Circle of Healing
Men of PEACC events
Self Defense trainings

As well as many educational presentations to residence halls, sorority/fraternities and classrooms on the topics of sexual assault, intimate partner violence, and stalking.

Script:

Jason (video): Today, we are going to be talking about ...Sexual Harassment.

Before we begin, let's test your knowledge of the topic of sexual harassment.

Please complete this quiz.

Jason (video) So, let's begin today's topic. What is sexual harassment?

Angela (audio): Sexual harassment is specifically harassment of a sexual nature. It can be described as ...

1. Sexual or gender based behavior that is unwelcome
2. It can be verbal, nonverbal, and/or physical
3. It is an issue of power and control for the harasser

Even in subtle forms, it creates confusion because the normal boundary between professional or social roles and personal relationships is blurred

Sexual Harassment of any kind **is prohibited** under the Student Code of Conduct Discriminatory Harassment Policy. To view this policy, click on the link to your right.

Here's the link:

<http://campuslife.louisville.edu/cloffice/handbook/>

Script:

Jason (audio): The Office of Civil Rights (OCR) of the U.S. Department of Education defined **student sexual harassment** as *"...unwelcome conduct of a sexual nature. It can include verbal, nonverbal or physical conduct of a sexual nature. Sexual harassment of a student can deny or limit, on the basis of sex, the student's ability to participate in or benefit from, services or opportunities in the school's education program or activity."*

An Education program or activity includes all of the academic, educational, extra-curricular, athletic, and other programs of the school, whether they take place in the facilities of the school, on a school (shuttle) bus, at a class or training program sponsored by the school at another location, or elsewhere."

Tiffani (video) Sexual harassment is highly disruptive and unpleasant for all parties involved, and it is also very costly in many ways. Everyone feels its negative effects, and the immediate parties involved may suffer severe losses, including:

- financial losses,
- loss of physical health,
- loss of emotional well being,
- loss of time and productivity,
- change of major department
- leaving job, college, or city

Jason (audio) Sexual harassment may occur to you, personally in a variety of circumstances:

- Student to student harassment,
- subordinate harassment of a supervisor (Example: student harassing professor)
- men can be sexually harassed by women,
- same sex harassment - men can harass men; women can harass women,
- Harassment by a third party (Example: visiting coach, volunteer from the community, etc.)
- Offenders can be supervisors, co-workers, or non-employees, such as students, vendors, and suppliers.

Script:

[Angela \(video\)](#): Sexual harassment is sometimes difficult to define and recognize. Many cases of sexual harassment go unreported by students. Sexual harassment comes in many forms and what may be acceptable for one person may be inappropriate to another person.

It is also important to understand that **intent is not relevant** in determining whether or not a behavior is sexual harassment. All that matters is the **impact** of the behavior on the school or work environment. Regardless of intent, the behavior will be judged on its impact.

[Tiffani \(audio\)](#) Examples of sexual harassment include:

- Pressure for sexual activity
- Asking about a person's sexual fantasies, sexual preferences or sexual activities
- Unwelcome patting, hugging, or touching of a person's body, hair or clothing
- Repeatedly asking for a date after the person has expressed disinterest
- Sexual innuendos, jokes, or comments
- Making sexual gestures with hands or through body movements
- Disparaging remarks to a person about his/her gender or body
- Making suggestive facial expressions such as licking lips or wiggling tongue
- Sexual graffiti or visuals

Script:

[Angela \(audio\)](#) There are two main types of sexual harassment:

- Quid pro quo
- Hostile Environment

Quid pro quo is offering a benefit in exchange for sexual activity, i.e. a better grade in a class, answers to an upcoming test, or threatening reprisals for not engaging in sexual activity i.e. receiving a lower grade in class or withholding a recommendation for graduate school.

Also implying or informing that such activity is a condition of the benefit. This type of harassment is usually initiated by a person(s) with power over a person(s) with less power. Thus, the recipient is in a vulnerable position. It may take the form of an overt offer or involve subtle pressure.

[Jason \(audio\)](#) **The second type is called hostile environment.** Hostile environment discriminates against individual(s) on the basis of sex, gender or sexual orientation by creating an intimidating, hostile and/or offensive environment. This is the most common type of sexual harassment. It usually involves a pattern of persistent or repeated behavior such as crude or offensive jokes, sexual comments, displays of offensive material and/or stereotyping on the basis of gender or sexual orientation. For example:

- a co-worker continually displays sexually derogatory screen savers on her/his computer in a shared work area
- a student repeatedly disrupts a class with comments about a fellow student's or professor's appearance
- a professor makes jokes about women's "unsuitability" for a chosen career path
- a staff person repeatedly makes comments that "all gays are ..." based on negative stereotypes

Check out the following scenarios and decide if you think they meet the definition of sexual harassment...

Script:

[Tiffani \(video\)](#): As you can see from the scenarios, sexual harassment may be difficult to define.

Remember: it is the **effect** on the victim, not primarily the **intention** of the offender, which defines an action as sexual harassment.

[Tiffani \(audio\)](#) One standard to keep in mind is: "behavior that a reasonable woman would find offensive". This standard has arisen from court attempts to interpret what behaviors should reasonably be considered sexual harassment. Since not everyone interprets behaviors in the same way, the courts find that, in order to be illegal, the conduct must be severely or pervasively offensive to a **reasonable woman** in similar circumstances.

- In addition, in order to be illegal, the conduct must be severely or pervasively offensive to a reasonable person in similar circumstances.
- Under this standard, one-time unwelcome behavior will seldom qualify as sexual harassment **unless** it is sufficiently severe as judged by a reasonable person.

[Angela \(video\)](#) Sexual harassment is not tolerated at U of L. The workplace and educational settings differ from the broader community, because at work and school some people have authority over others, and this authority relationship can lead to coercion. People at work and school are not as free to come and go as they are elsewhere, and since they have to work/study where they are assigned, they are entitled to an environment free of sexual harassment.

The University of Louisville encourages everyone to take action against harassment in our institution. Persons who consider the behavior of others unwelcome need to act reasonably towards stopping it.

Script:

[Angela \(audio\)](#) If you ask for help on a question of sexual harassment, you may choose to speak to someone without revealing the names of persons involved.

If you report an incident of sexual harassment, you are entitled to confidentiality within certain limits. Access to your files on the issue can and should be limited to a "need to know" basis. Please note that if the issue later becomes a lawsuit, any request for confidentiality may not be able to be honored at that files are demanded, or if employees are interviewed by attorneys.

[Jason \(audio\)](#) If a situation arises and you need to file a formal complaint, the following process will be initiated:

- An investigation will begin. This fact-finding process is completed as expeditiously as possible, generally within sixty-days.
- Upon completion of the investigation, a Case Summary Report will be completed. The confidential findings from this report will be submitted to the appropriate administrator(s) to render any disciplinary action that is deemed necessary. The Complainant as well as the Respondent will receive a copy of the findings.
- For more information, click on the link to your right.

Script:

Angela (audio) If you experience sexual harassment, there are a variety of steps you can take. Ignoring sexual harassment does not make it go away. The harasser may interpret a lack of response as encouragement! You may want to do more than one of these things...

Jason (audio) Know your rights. Sexual harassment is illegal U of L has policies and support structures to enable everyone on campus to work and learn in an environment free of harassment.

Tiffani (audio) Speak up at the time. Be sure to say "NO" clearly, firmly and without smiling. There is a chance that the harasser does not realize the behavior is offensive; you must be firm in saying that you are offended. Consider

Angela (audio) Keep records. If the behavior continues, document the conversation or offending behavior. Keep track of what happens in a journal or diary and keep any letters or notes or other documents or artifacts you receive. Write down the dates, times, places, and an account of what happened. Write down the names of any witnesses.

Tiffani (video) Ask for help from someone you know and trust - such as a faculty or staff member.

Ask for help from someone in authority - such as a Dean, a Vice President, or the Director of Human Resources.

Follow U of L's complaint procedures at the link to your right:

http://www.louisville.edu/admin/humanr/current_employee/affirmative_action/harassment_home.htm

Or, Access the Office of Civil Rights Commission at:

<http://www.state.ky.us/agencies2/kchr/>

Jason (video) Don't just hope it will stop. By taking action and seeking advice and support to resolve the issue, formal proceedings can often be avoided.

Script:

[Angela \(video\)](#) If you experience sexual harassment, please remember that you are NOT alone.

The University has made a commitment that sexual harassment will NOT be tolerated.

Silence IS NOT the answer.