

Module 3: Sexual Harassment

[FN(Facilitator Note): Be aware that some of the issues covered in this workshop may bring up strong feelings for residents. Please create a plan to best support them.]

Slide 1: Staying Safe

- Hi, as you know I'm NAME. I am presenting part 3 of a 5 part series about Staying Safe from Abuse. Our goal is to make FACILITY a safe space for everybody. Today the topic is: Sexual Harassment.

Slide 2: Community Agreements

- What we are going to talk about might be sensitive for some of you and could bring up uncomfortable memories or feelings. Whenever we get together in a group, it's important to agree on some rules ahead of time, so that we all know what to expect from others and what's expected from each of us. We are going to start by going over a set of community agreements.
 - **Respect:** You will hear ideas that may be different or new to you, and opinions with which you may disagree. As you participate and interact, try to take in new information without judgment and to keep an open mind. Make sure that your words and body language reflect a respectful attitude toward others. Learn by listening to others.
 - **I statements:** Speak from your own personal experiences and try not to judge the experiences of others. Use I-statements such as "I feel..." or "In my experience..." Avoid saying things like "You should" or "You all think that ..." or other things that might sound like you're blaming someone or telling them how to feel or think. Avoid assumptions and generalizations as much as you can. Does everyone get what we mean by that? Can someone give an example?
 - **Ask Questions:** Much of the information that we will cover will be new to many of you. Feel free to ask any questions that come up for you—either during the activity or privately afterwards—without fear that they are too "silly." Make sure to phrase all questions in respectful and nonjudgmental ways.
 - **Confidentiality:** Please make sure that everything said in the room stays in the room. When sharing personal stories, make sure to avoid using the names of other people. *[FN: mention mandated reporting limitations specific to your facility]*
 - **Step Up/Step Back:** if you have been speaking a lot, step back and allow others to share the floor. Learn by listening to others. If you haven't been talking at all, challenge yourself and share.
 - **One Mic, One Person:** Just one person speaks at a time. No side talk.

- **Remember to take care of yourself:** If something becomes too overwhelming, feel free to *[FN: insert support plan here]*.
- **Reporting:** If you would like to report something that happened to you or someone else, please *[FN: insert support plan here]*.
- **Ask:** Does anybody have any questions? Now we're going to get started with some definitions.

Slide 3: Zero Tolerance

- Zero tolerance means: FACILITY does not tolerate any behavior that makes a resident feel unsafe here
- Anyone who reports abuse will be protected
- Anyone who is abusive will be held accountable

Slide 4: Types of Bullying

- To review, last time we talked about the six types of bullying. Sexual harassment or as we called it last time sexual bullying is a form of bullying.

Slide 5: Vocabulary

- **Sexual Harassment:** Any unwanted behavior of a sexual nature. We will talk more about this in the next slide.
- **Gender:** Your internal sense of being a boy or a girl or in-between.
- **Sexual orientation:** A term that is used to describe a person's physical and romantic attractions to other people.
 - **Ask:** Can you give an example of a sexual orientation? (Possible answers: gay, lesbian, bisexual, straight/heterosexual)
 - **Ask:** Can you name one famous gay man, lesbian, bisexual person? (Possible answers: Chris Colfer (Kurt Hummel from Glee); Ellen DeGeneres; Frank Ocean, Vanessa Carlton.)
- **Transgender:** A person whose gender identity or expression is different from those typically associated with their assigned sex at birth. It is also an umbrella term that comprises a range of different gender non-conforming identities. A young person who was assigned the sex of female at birth but now identifies as a

boy is a **transboy**. A young person who was assigned the sex of male at birth but now identifies as a girl is a **transgirl**.

- **Intersex:** A person whose sexual or reproductive anatomy or chromosomal pattern does not seem to fit typical definitions of male or female.
- The reason we learned these terms is to understand what they mean. Lesbian, gay, bisexual, transgender, or intersex residents have a right to be treated with respect, just like any other resident. It is not okay for a staff or resident to make fun of someone or disrespect them because of their sexual orientation or gender. It is considered sexual harassment and FACILITY will take it seriously.
- Everybody at FACILITY deserves to be safe, regardless of their gender or sexual orientation.

Slide 6: What is Sexual Harassment?

- **Ask:** What is sexual harassment?
- **Ask:** For examples of sexual harassment?
- **Sexual harassment** is...
 - Any unwanted behavior of a sexual nature
 - Repeated, unwanted words or actions asking for sex or sexual favors.
 - If a resident asks you for sex or sexual favors repeatedly and it is unwanted, then it is sexual harassment.
 - If a staff member asks you for sex or sexual favors it is sexual abuse. It does not matter if it is repeated or unwanted.
 - Sexual comments or actions about your gender or sexual orientation that are hurtful or make you feel uncomfortable.
 - Comments about your body or clothing that are hurtful or make you feel uncomfortable.
 - Sexual harassment is defined by how it makes the target feel, not by what the person doing it meant. If it made the target uncomfortable, it's sexual harassment—even if the person doing it thinks it was a joke.

Slide 7: Who Can Commit Sexual Harassment?

- **Ask:** Who can commit sexual harassment? (Possible responses: Anyone can commit sexual harassment, including: residents, staff, nurses, counselors, probation officers, chaplains, volunteers)

Slide 8: Flirting or Hurting?

- Now we are going to do an activity to help you identify sexual harassment. I am going to read each scenario and you're going to tell me if it is flirting or hurting with hand signals. ASL(American Sign Language) F for Flirting and ASL H for hurting *[Facilitator's note: please see slide for these signs]* or do the so-so hand motion for something in between.
 - Jennifer, a resident tells Jonah, a resident that she likes him for the first time. F
 - The teacher told the resident, "Take off all that make-up, you look like a hooker." H
 - Ali, a resident, says to another resident, Bobby: "You look hot. You could be a model" So-So.
 - It depends, if Bobby feels uncomfortable as a result of the comment it is 'hurting.' It does not matter if Ali did not mean to harass Bobby. If Bobby did not feel uncomfortable as a result of the comment it is 'flirting.'
 - A staff member asks a resident, "Tie up your uniform so I can see them abs" H
 - A resident tells another resident, he will tell everyone else at FACILITY that he is gay if he does not give him sex. H
 - A resident asks another resident, " Can I add you on Facebook?" F
 - A resident gestures to slap Maria's butt when she passes her in the dining hall so everyone can see. H
 - Staff asks a resident to pose for a provocative photo, so she can remember him over the weekend. H
 - Shavonne tells the girls to avoid Linae in the shower because she's a big lesbo. H
 - A staff member repeatedly checks you out from head to toe. H
- **Ask:** Did anyone find some of those hard? Any thoughts or questions? I heard a lot of it depends and you're right. While some of the examples were obviously H others were intentionally not as clear. Often times it depends on who made the statement, the relationship between the two people, the environment (were they alone or was it in a group), and the tone of the comment.

Slide 9: How to Prevent Sexual Harassment

- No one deserves to be sexually harassed. You have the right to be free from sexual harassment. No matter what crime you may have committed, sexual harassment is not part of the penalty.
- Although you can't control other people, there are some things you can do to reduce your risk of being targeted. Keep in mind that sexual harassment is never the victim's fault – only perpetrators can prevent sexual harassment by not sexually harassing other people in the first place.
- Pay attention to your gut. If someone gives you the “heeby jeebies” stay away from them.
- Be aware of someone trying too hard to be your friend or is giving you special attention. There will be people at the facility who will genuinely want to be your friend and adults who really care. Sometimes, though, there will be staff and residents who want to take advantage of you.
 - If staff member is giving you gifts/food/special privileges it is staff misconduct. They may be trying to win you over in order to take advantage of you.
 - If a resident is being extra nice or giving you gifts/food/special privileges or if they are suddenly being there for you when you're vulnerable (like after a hard phone call or bad visit), they may be trying to win you over in order to take advantage of you.
- Avoid getting into debt with other residents. When you accept food or contraband, or borrow money or clothing, people expect you to return the favor. Some people who are sexually abusive will offer you these things, pretending to be your friend and later try to coerce you into sex.
- Stay close to your support system (friends, family, etc.)
- Avoid getting involved in the drama. Remember the big picture. Your goal is to do your time and get out of detention.
- Find staff members who seem trustworthy and who make you feel comfortable, so that you know who to go to, if you need help.

Slide 10: What to do if you're sexually harassed

- Remember that it is NEVER your fault if you are sexually abused. You are not responsible for the harasser's behavior. You did nothing to deserve the harassment.
- Know it is okay to feel whatever you're feeling. Sometimes people who have been abused feel ashamed, embarrassed, sad, alone, depressed, scared, and angry. There is no right or wrong way to feel.
- Tell the abuser that their attention is unwanted. However, if you don't feel safe you don't have to tell them—but don't keep it a secret and get help from someone you trust.
- Asking for help when you need it is a way to take care of yourself.

Slide 11: How to Get Help

- Keep in mind that you have many resources in your corner and you can get help. The people who care about you being healthy and happy, including the staff here, will be willing to help you. Remember, though, that if staff or other adults do something that is against the rules or just doesn't seem like part of their job and they violate your boundaries, it is important to tell a different adult.
- You can file a grievance.
- Tell **any** staff at the facility: staff, nurses, counselors, probation officers, chaplains, volunteers. If you feel uncomfortable saying it in person, you can start off by writing a note and passing it to one of them.
- If you do not feel comfortable talking to a staff or your clinician, think about who else you can go to for support. Is there a family member, friend, or someone else in your life who you trust?
- Sometimes it is easier to talk about something with someone you do not know personally, but who is an expert on the issue. You have the right to get emotional support by contacting your local *[FN: Insert name and contact information of outside referral organization here]*
- *[FN: Insert any other ways to get help here ie call hotline or put note in dropbox]*
- Many of us are good at supporting friends. We encourage friends to take care of themselves and to speak up for themselves. Asking for help when you need it is really about being as good a friend to yourself as you are to other people.

Slide 12: What Happens if I Report?

- FACILITY will take your report seriously and investigate it. Depending on the situation and the outcome of the investigation, the abuser will face a range of serious consequences and will be disciplined for their actions.
- FACILITY will take steps to make sure you are as safe as possible from further abuse. This means:
 - If a resident sexually harassed you, *[FN: Insert an example of potential outcomes, ie. they may be housed somewhere else or even transferred]* depending on the outcome of the investigation
 - If a staff sexually harassed you, *[FN: Insert an example of potential outcomes, ie they may be transferred to work at another unit]*
- FACILITY will make best efforts to protect your privacy. There are limits to FACILITY's confidentiality due to mandated reporting laws, but we will keep the information on a need to know basis.
- You will be provided with free mental healthcare
- You will be able to talk with an outside counselor from the local *[FN: Insert contact information for local rape crisis center.]*

Slide 13: What if I'm not ready to tell...

- We understand that reporting can be really hard and there might be many reasons you're not ready to tell who sexually harassed you. You can still get free emergency mental healthcare, even if you're not ready to report who committed the harassment against you. No matter what, you have a right to get help and support. Getting help is about taking care of yourself.