

project **IX**

#MeToo



TIME'S ==UP

What is Sexual Harassment: Your Policy

Prohibited sexual harassment includes, but is not limited to, unwelcome sexual advances, unwanted requests for sexual favors, or other unwanted verbal, visual, or physical conduct of a sexual nature made against another person of the same or opposite sex in the educational setting, under any of the following conditions:

1. Submission to the conduct is explicitly or implicitly made a term or condition of a student's academic status or progress.
2. Submission to or rejection of the conduct by a student is used as the basis for academic decisions affecting the student.
3. The conduct has the purpose or effect of having a negative impact on the student's academic performance or of creating an intimidating, hostile, or offensive educational environment.
4. Submission to or rejection of the conduct by the student is used as the basis for any decision affecting the student regarding benefits and services, honors, programs, or activities available at or through any district program or activity.

Let's Break That Down A Bit

Sexual harassment describes a range of behaviors that involve creating a sexual environment, treating someone in a sexual way, or treating someone in a demeaning or negative way because of their sex or gender.



Unwelcome Sexual Advances

- Can you ask a friend to hang out with you?
- Can you ask a friend to hang out if you want to be their boyfriend or girlfriend?
- How many times can you ask someone out?
- What happens when they say no to your request?

Unwelcome Requests for Sexual Favors

What is a sexual favor?

- Will you take a picture of yourself and send it to me?
- May I . . .
- How do you know if a request is unwanted?
- How many times do you get to ask before it is harassment?

Forms of Sexual Harassment



- Visual: Pictures, photos, sending or posting photos, drawings, graffiti, posters
- Verbal: Making comments about someone's body, repeatedly asking someone out

Forms of Sexual Harassment

- Written: texts, emails, Snaps, Instagram, messages, notes
- Physical: Staring, touching, groping, grabbing, assault



Your policy says: *unwanted verbal, visual, or physical conduct of a sexual nature*

Examples from your policy:

1. Unwelcome leering, sexual flirtations, or propositions
2. Unwelcome sexual slurs, epithets, threats, verbal abuse, derogatory comments, or sexually degrading descriptions
3. Graphic verbal comments about an individual's body or overly personal conversation
4. Sexual jokes, derogatory posters, notes, stories, cartoons, drawings, pictures, obscene gestures, or computer-generated images of a sexual nature
5. Spreading sexual rumors

More examples from your policy

6. Teasing or sexual remarks about students enrolled in a predominantly single-sex class
7. Massaging, grabbing, fondling, stroking, or brushing the body
8. Touching an individual's body or clothes in a sexual way
9. Impeding or blocking movements or any physical interference with school activities when directed at an individual on the basis of sex
10. Displaying sexually suggestive objects
11. Sexual assault, sexual battery, or sexual coercion
12. Electronic communications containing comments, words, or images described above.

Digital Drama

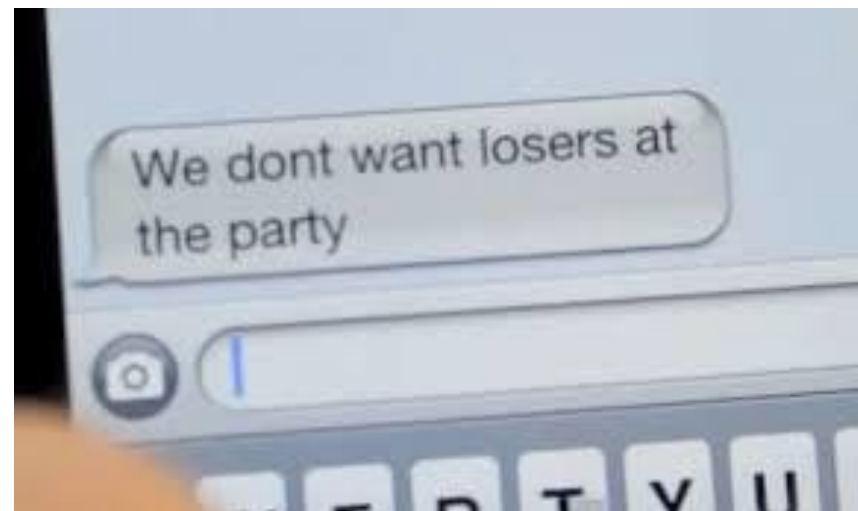
Snaps

Instagrams

IM's

Mememes

Hot or Not?



Who Harasses?

This is *not* just about boys harassing girls.

- ✓ Girls can harass boys
- ✓ Girls can harass girls
- ✓ Boys can harass boys
- ✓ Boys can harass girls



Anyone, any gender, can be harassed, or be a harasser.

Is it Bullying or Sexual Harassment?



It can be both

- Sexual harassment: Sexual, because of your sex/gender
- Because you don't match someone's idea of a sexual stereotype

TEST: Is This Sexual Harassment?

- Jokes about someone who has a big butt
- Rubbing up against someone in a provocative way
- Dancing up against someone in a sexual way
- Drawing sexually explicit pictures and passing them around
- Sexual gestures
- Spreading rumors about whether someone is having sex, what kind of sex, with whom
- Telling someone you like them once a day, every day

What About This?

- Asking for a hug after they said no
- Playing with someone's hair while sitting on their lap
- Who's Hot, Who's Not (social media)
- Pulling someone's clothes up, down, off

How Common Is This Problem?

Nationally, in grades 7-12, over 50% of girls and 40% of boys have faced some form of unwanted conduct based on, or because of, sex.

Why Is This Sexual Harassment?

- I was just joking
- I tease you to show you that I like you
- It's just a game – everyone does it
- You're too sensitive
- I was just saying that you look nice – sheesh, can't a person give a compliment any more?

How do you know if it's okay?

CONSENT

Affirmative Consent



- **Green** light = okay, clear, unambiguous
- **Red** light = stop
- **Yellow** light: No such thing- if it is unclear, STOP

Green, Red, Red

Green Lights That Don't Count

- How many times did you ask before the answer was “Yes”
- This is coercion
- Social pressure
- A real yes is a clear green, without pressure
- What is difference between flirting and pressuring?
- If you have to ask a lot of times before person says yes
- What is the difference between harassment and flirting?
- Between flirting and coercion?
- Mutual, shared
- Builds good feelings of both
- Feels equal to both

Yellow Lights

- Yes after being asked too many times
- Embarrassed to say No
- If you don't, I'll tell them what you did . . .
- I'm not sure this is a good idea
- You would do it if you liked me . . .
- You would if you were cool

Consent Is Not

- Exploitative
- Obtained through threats
- Coercive
- Forceful
- Presumptive based on context
- Absence of “no,” without more
- Lack of resistance, without more



Resources for Help and Support

- Confidential resources
- Interim Measures at school
- School counseling
- Hotlines: RAINN 800.656.HOPE

Reporting Options



- Teacher
- Principal
- Any other available school employee
- If it is about the principal, tell the Superintendent
- CONFIDENTIAL
REPORTING: Counselor

If You Want to Keep it Confidential

- Might limit the school's ability to investigate the harassment
- School will always take steps to investigate and respond even when keeping it confidential
- School will balance your request with providing a safe and nondiscriminatory environment for all students

What Happens After You Make a Complaint

- Student safety is the district's primary concern
- *If there is a report, there will be an investigation*
- Goal: Stop the harassment, prevent its recurrence, and address any continuing effects.

What Happens If You Are Accused?

- You have an equal chance to tell your side, offer witnesses and information (evidence)
- You are not “presumed guilty” just because you are accused

Being a Good Friend



Bystanders
and
Upstanders

If You Hear It or See It



What You Can Do

*I always wondered
why somebody didn't
do something about
that, then I realized
I'm that somebody.*

- Direct / Intervene
- Distract
- Delegate / seek help
- Delay

