**SEXUAL HARASSMENT STATEMENT**

RECOGNIZING AND PREVENTING SEXUAL HARASSMENT

DEFINITION: “Unwelcome behavior of a sexual nature or with sexual overtones

 which embarrasses or demeans, regardless of the intent.”

1. Legal Prohibitions
2. Title VII of the 1964 Civil Rights Act (Sexual issues)

Note: 1991- expanding the Civil Rights Act to include emotional distress.

 !!. Two Main Categories of Sexual Harassment

1. Quid pro quo (this for that)
2. Hostile Environment
3. Type of Sexual Abuse
4. Verbal Behaviors
5. Sexual comments, jokes, suggestions
6. Demeaning names (honey, sweetie, broads, babe, etc.)
7. Calling attention to another’s body parts
8. Remarks about another’s gender or sexual orientation
9. Non-verbal Behaviors
10. Suggestive looks, leering, mimicking
11. Offensive gestures
12. “Messages” on T-shirts
13. Physical Behaviors
14. Patting, squeezing, rubbing, pinching, repeated brushing up

 against someone’s body

1. Violating another’s “space”
2. Suggested Responses to Sexual Harassment
3. Informal Procedures
4. Be assertive right away.

 a – If you see something that your partner is doing and you

 believe it is not proper, tell that person

 b - If it is a player directing sexual harassment toward you or

 your partner, advise them to stop and advise the coach

1. Formal Procedures
2. Disclose details to the Local Board of Directors
3. Disclose details to School District
4. Keep and present detailed records (who, what, where, when, why

 and how, also witnesses/potential witnesses) of the harassment

1. Advice to the Harasser
2. What you meant is much less important than how the behavior was

 perceived. “I was only kidding” and phrases like “I really meant no

 harm” do not make it go away.

1. Civil suits can be pursued.
2. Some advice to the victim
3. You have a right to work/play (referees or players) in a non-threatening

 Environment.

1. Be strong, be assertive.
2. Passivity can be interpreted as “a green light”.
3. Others might be suffering, not just you.