



A SAFER WORKPLACE: PREVENTING SEXUAL HARASSMENT

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DISCLAIMER

Information contained in this webinar is not intended as legal advice. With IAVM membership located in different jurisdictions and across various industries, please reference local and state laws as well as your employer's policies. Utilize your company's legal counsel, human resources, and/or your supervisor for further guidance.

PRESENTATION TOPICS

- ❖ What is sexual harassment in the workplace?
- ❖ What is third party sexual harassment?
- ❖ How can you prevent sexual harassment?
- ❖ What do you do if it happens to you or someone you know?

SEXUAL HARASSMENT IN THE WORKPLACE

Defined by U.S. Equal Employment Opportunity Commission (EEOC)

- ❖ Unwelcome sexual advances or conduct of a sexual nature
- ❖ which unreasonably interferes with the performance of a person's job OR
- ❖ creates an intimidating, hostile, or offensive work environment

TWO MAIN TYPES OF WORKPLACE SEXUAL HARASSMENT

1. Quid Pro Quo – individual in position of authority offers or hints that employee will be given something in return for a sexual favor or demand (something for something)

Ex. If you go on a date with me (supervisor), you'll get promoted.

2. Hostile Work Environment – conduct must be severe or pervasive enough to create an abusive or offensive working environment

Subjective and Objective look

Can occur by either gender

Ex. Persistent offensive sexual jokes; inappropriate touching

According to Title VII of the Civil Rights Act of 1964

THIRD PARTY SEXUAL HARASSMENT

When individuals outside of your organization sexually harass members of the organization. The harassment could be verbal or physical harassment creating a hostile work environment or unwelcome requests for sexual favors.

Possible Examples:

- Attendee at a concert “catcalls” an employee who is serving as an usher.
- Athlete approaches venue manager to have sexual intercourse after the game is over.

PREVENTING SEXUAL HARASSMENT

- Know your policies and comply with them
 - what your organization considers prohibited conduct
 - how to report if you experience prohibited conduct
 - boundaries of what you as managers can do
- Be respectful in your communication with others. Just because behavior may have been perceived as “acceptable” in the past does not mean that it is really acceptable to everyone.
- - Consider signage for your venue

WHAT CAN YOU DO AS A VENUE MANAGER?

- Know your employer's policies...
 - What are the guests rights, if any (if situation involves a guest harassing an employee)
 - Factors of consideration to determine possible sexual harassment
 - What type of immediate and appropriate action can you take to stop the harassment, if necessary?
 - Rearrange employees? Remove guest?
- Report the sexual harassment to appropriate individual or office
- Support your employees, co-workers, etc. Do not retaliate.
- Consider signage at your venue



QUESTIONS???

To send additional question or inquire about how Kristan could help your venue, please contact at Kristan@tuckerconsult.com