INTRODUCTION

- Sexual Harassment in the United States has taken on several definitions throughout the past 50 years as sexual harassment issues, court cases, and public figures have been in the spotlight.
- Changes in ideologies has advanced people’s views on sexual and gender harassment at their core, leading to informed citizens and greater policy changes. Policies and guidelines in all sectors of business have been adjusted in response to the attention on sexual harassment issues and the views of individuals; the most recent major update came from New York State on October 9, 2018.

SEXUAL HARASSMENT

SEXUAL HARASSMENT IS UNWANTED SEXUAL CONDUCT AND IT CAN HAPPEN ANYWHERE, AT ANY TIME. IT CAN INCLUDE...

- Harassment
- Cat calling
- Touching without consent
- Sexual favours
- CRUELE GESTURES / JOKES

SEXUAL HARASSMENT IS A FORM OF VIOLENT BEHAVIOR. SHARE IT BECAUSE IT’S CLEAR TOO MANY PEOPLE STILL DON’T KNOW

ultra ☺ violet

Disruptive Behavior

- Pressing someone one to “stop”
- Saying “you won’t”

SEXUAL HARASSMENT IN THE WORKPLACE

- Workplace changes
- Upper management changes
- Better HR initiatives
- Increased sensitivity training
- Stricter workplace policies

Policies and Mindsets

- Title VII of the Civil Rights Act of 1964
  Sexual harassment prevention law, the first law implemented to combat sexual harassment. Mostly intended for women, men were included to an extent
- Title IX of the Education Amendments of 1972
  Law prohibiting sexual harassment in Federally and State funded Colleges and Universities
- 1980 EEOC Guidelines on Sexual Harassment
  The EEOC (Equal Employment Opportunity Commission) releases a set of guidelines that established relief for victims of sexual harassment and hostile work environment and intimidation are unlawful under Title VII
- 1981 U.S. Merit Office Sexual Harassment Study
  The first study launched by the Federal government into understanding sexual harassment, the prevalence of the issue, and mindsets surrounding it by Federal employees
- 1986 Meritor Savings Bank v. Vinson Court Case
  Harassment from a supervisor to an employee that is pervasive and severe violate Federal laws. Also, if an employer is aware of sexual harassment, they must take action to stop and prevent the harassment from continuing.
- Civil Rights Act of 1991
  Large amendment to Title VII, allowing plaintiffs to be able to overcome previous issues in winning discrimination cases, and allows them to gain punitive (to send a message) and compensatory (money) damages from the harasser or company,
- 2000-2010’s
  Mindsets begin to change and alter into a progressive movement, more claims are being filed
- 2019-2020’s

CONCLUSION

- We still have a long road ahead of us towards eradicating sexual harassment in the workplace.
- Each year, the United States and many other countries across the planet introduce new policies which gradually shift our mindsets and influence people to shift their thinking and help to diminish all forms of sexual harassment in the workplace.

Every 98 seconds,

an American is sexually assaulted.

National Sexual Assault Hotline | 800.656.HOPE| online.rainn.org
Please visit rinn.org/statistics/victims-sexual-violence for full citation.

REFERENCES

- Kozlowski, W., & Galletta, J. (2018). Sexual harassment prevention law, the first law implemented to combat sexual harassment. Mostly intended for women, men were included to an extent
- Wol.zia.com

Cost of sexual harassment to US government over a two-year period, 1992–1994

Source: [1]