

Sexual Harassment

Grade 12

Objective

By the end of the lesson, you will be able to define two types of harassment, discuss what it looks like, and how to safely report harassment after it occurs so all people involved can get the help and support they need.

Safe Space Disclaimer Statement

This is a safe space for all students. Our school district is committed to making this a welcoming, open space for everyone to learn, grow and develop.

We can do this by:

- Showing respect for others as individuals by learning and using their preferred names and pronouns

- Providing room for each person to explore their own identities and allowing others to define their own identities and to speak for themselves

- Supporting an atmosphere of learning and growth

- Respecting confidentiality

What is Sexual Harassment?

Law defines sexual harassment as:

Any unwanted or unwelcome behavior -- of a sexual nature -- that makes you feel uncomfortable, fearful or powerless, and interferes with your schoolwork.

Sexual harassment can happen to anyone.

What does “unwelcome” mean?

According to the U.S. Department of Education,

"Conduct of a sexual nature is unwelcome when the student being harassed did not request or invite the conduct and regarded it as offensive or undesirable."

Protection against Harassment

Title IX is a federal civil rights law that prohibits discrimination on the basis of sex, including on the basis of sex stereotypes, in education programs and activities. All public schools and any private schools receiving federal funds must comply with Title IX.

Gender-based violence and harassment are behaviors that are committed because of a person's gender or sex. They can be carried out by a boyfriend or girlfriend, a date, other kids, or adults.

Under Title IX, discrimination on the basis of sex can include sexual harassment or sexual violence such as rape, sexual assault, sexual battery, sexual coercion, or dating violence.



3 types of sexual harassment

Verbal Harassment

Examples of verbal harassment if they are unwelcome and depending on the severity and pervasiveness of the behavior:

- Foul language
- Inappropriate sexual comments
- Gossip
- Inappropriate jokes or stories
- Whistles, catcalls, groans
- Terms of endearment
- Unwelcome or inappropriate personal comments
 - Asking personal questions about one's sex life
 - Referring to a male or female by their private body parts
 - Telling lies or spreading rumors about a person's sex life

To avoid complaints about verbal harassment:

- Call people by name.
- Avoid telling jokes based on gender or anything sexual.
- Interrupt a person who is telling an inappropriate joke or story.
- Use a normal tone of voice.

3 types of sexual harassment

Physical Harassment

Examples of physical harassment if they are unwelcome and depending on the severity and pervasiveness of the behavior:

- Giving a massage around the neck and shoulders
- Standing close, leaning over someone or brushing up against a person (intentionally)
- Touching a person's clothing, hair, or body
- Touching or rubbing oneself sexually in front of another person
- Hugging, kissing, patting, groping, grabbing, or stroking another person
- Forced fondling
- Actual or attempted rape or sexual assault

To avoid complaints about physical harassment:

- Ask permission before touching anyone.
- If you have to touch someone, do it in a professional manner that can't be misinterpreted.
- Avoid tight or cramped quarters that may cause you to rub against another person.

Visual Harassment

Examples of visual harassment if they are unwelcome and depending on the severity and pervasiveness of the behavior:

- Leering, staring, or glaring at someone
- Looking a person up and down
- Making sexual gestures with hands or through body movements
- Making facial expressions such as exaggerated winking, throwing kisses, or licking lips
- Giving personal gifts that are clearly unsolicited (if in context of other inappropriate conduct)
- Displaying sexually suggestive calendars, photographs, posters, cartoons, etc
- Sending sexually explicit letters, notes, email messages, or texts, including sexual jokes
- Inappropriate dress: see-through clothing, open buttons or zippers, etc
- Inappropriate or sexual touching of oneself in view of others

To avoid complaints about visual harassment:

- Obey policies that prohibit the display of sexual materials in the school and workplace.
- Ask teachers to keep an eye out for offensive materials being displayed anywhere.
- Avoid hanging suggestive pictures or calendars.
- Do not send any emails or text messages with inappropriate language or depicting pictures with any sexual content.

Let's Discuss

Identify the victim, perpetrator, and bystanders in the scenario. Explain how each of their lives were affected by an instance of sexual harassment.

Scenario #1: The teacher always puts his arm around one of the female students, calls her sweetie pie, and whispers in her ear. These behaviors make the student feel very uncomfortable. -----

Scenario #2: A girl at school has a crush on a male classmate. She always waits for him after school at the bus stop where he catches a bus home, frequently rubs up against the boy and tells him that she has sexual dreams about him. The boy already let her know he is not interested and has a girlfriend, but the girl says she won't stop until he asks her out.

(continued)

Identify the victim, perpetrator, and bystanders in the scenario. Explain how each their lives were affected by an instance of sexual harassment.

Scenario #3: A student is chatting with someone from school on the computer. The student receives some inappropriate messages with very sexually explicit photographs stating that the sender wants to do the things in the photographs to her. This causes the student to feel uncomfortable. She doesn't want to go to school. -----

Scenario #4: A young male student is constantly followed around the school by a group of females who are continually taunting him with sexual jokes and stories. They also ask him personal questions about his intimate social life. No matter how many times he has asked them to stop, they won't. Their behavior distracts him from focusing on school. -----

What should you do?

Do not ignore sexual harassment.

Tell the person you do not like their behavior and ask them to stop. If you feel you can't tell them directly, write them a note.

You need to tell your parents or guardians and/or tell a teacher, counselor or administrator at school.



What should you do?



Talk to someone you trust about how you are feeling. Friends, parents or guardians, siblings, a trusted teacher, counselor or administrator can be helpful and provide the support that you need.

Tell your teacher, counselor or principal that you are being sexually harassed. If you are not comfortable doing this, your parents or guardians can.

The school has a legal responsibility to respond to sexual harassment of its students.

Let's Discuss

What can we do differently?

As seniors, you are viewed as campus leaders. As a class, create a google doc answering the following questions and share with your administrator or discipline team.

- 1) What have you seen in your school community?
- 2) What can students do to reduce bullying and harassment on campus?
- 3) What can we all specifically do to encourage students to report bullying or harassment if it occurs?