

# Sexual Harassment

## GENERAL DISCUSSION

Do you have nude pictures in your workplace? Tell dirty jokes? Make suggestive remarks to other employees? If you answered yes to any of these questions you may be guilty of sexual harassment. Since enactment of the Civil Rights Act of 1964, and the development of guidelines by the Equal Employment Opportunity Commission (EEOC) in 1980, sexual harassment is considered to be a form of sex discrimination—a Federal offense.

To discriminate against a person is to deny them rights, benefits, wages, or opportunities because that person belongs to a certain group.

Sexual harassment is defined as:

- 'Unwelcome sexual advances or requests for sexual favors, or any verbal or physical conduct of a sexual nature when submission to such conduct is expressed or implied as a condition of employment.
- Submission to or rejection of such conduct, used as a basis for employment decisions.
- When such conduct substantially interferes with a person's work performance.
- The creation of an intimidating, hostile or offensive working environment.'

Basically, sexual harassment is any inappropriate and unwelcome behavior with a sexual overtone that causes a negative affect on a person's work environment. Examples of sexual harassment, if carried out in the workplace include:

1. Displaying obscene or offensive pictures or reading materials
2. Making suggestive gestures or sounds
3. Whistling or leering
4. Exerting unwanted pressure for dates
5. Sending letters or making telephone calls not wanted by the receiver
6. Inappropriate touching, patting, etc.
7. Telling dirty jokes
8. Extorting sexual favors from a subordinate

We usually think of an injury as a traumatic event resulting in broken bones, or blood gushing from open wounds. People also suffer injuries that have no outwardly observable signs. These are psychological injuries, which can be just

as devastating, disabling, and scarring as any visible injury. Victims of sexual harassment often suffer from embarrassment, loss of reputation, fear of retaliation, criticism, blame, loss of their jobs, stress, low productivity, absenteeism, and low moral.

Everyone-the harasser, the victim, and the employer suffer when sexual harassment exists in the workplace. Think about your behavior around other employees for a moment. Are you guilty of sexual harassment? If you are, stop now. And if you are the victim of sexual harassment, you do not have to put up with this. Report it to your supervisor immediately.

Some behaviors may not seem offensive in your view, but they may be offensive to others.

## **GENERAL SAFETY REVIEW**

This is a time to review all safety concerns, not just today's topic. Keep your notes on this page before, during and after the safety meeting.

Are you aware of any safety hazards from any other crews? Point out any hazards other crews are creating that this crew should know about. Tell the crew what you intend to do about those hazards.

Do we have any other safety business? Discuss any past issues or problems. Report any progress of investigations and action taken.

Have there been any accidents, near misses or complaints? Discuss any accidents, near misses, and complaints that have happened since the last safety meeting. Also recognize the safety contributions made by members of the crew.

Please remember, we want to hear from you about any health and safety issues that come up. If we don't know about problems, we can't take action to fix them.

## **ENDING THE MEETING**

Circulate Sign-Off Form.

Assign one or more crew member(s) to help with next safety meeting.

Refer action items for follow-up.

Do you have any Safety Recommendations?

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Do you have any Job Specific Topics you would like us to discuss?

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Have you reviewed the M.S.D.S Sheet for this safety topic? Yes\_\_\_\_ No\_\_\_\_  
N/A\_\_\_\_

**Comments**

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