

Harassment workshop



California Federation of Teachers

AFT/CFT/AFL-CIO

Compiled & Designed by

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CFT Field Representative

Types of Harassment

Sexual Harassment

Unwelcome sexual contact.

Bullying and Mobbing

Intimidation or alienation.

(both are methods to exert control).

Cyber- Bullying

Using Technology to intimidate or harass



Sexual Harassment

- Quid-Pro-Quo
 - A demand for sexual favors in return for a benefit, promotion or retention of employment.
- Hostile Work Environment
 - Comments, flyers, jokes, etc. that would make a ***reasonable woman*** uncomfortable.



Tips for Dealing with Sexual Harassment

- Quid-Pro-Quo
 - Don't hesitate or blame yourself. Report it to a higher up immediately. (Keep going up until you get results!).
 - Contact your union rep. for assistance.
 - Follow up all verbal complaints in written form. (Start a written record of events).
 - Inquire about the employer's "Sexual Harassment Policy" (required by law).

Hostile Work Environment

- Use “***reasonable woman***” standard- would a “***reasonable woman***” find this behavior offensive.
 - The courts used this description to determine if a workplace is hostile.
- Report behavior to higher ups.
- Follow all verbal complaints in written form. (Start a written record of events).

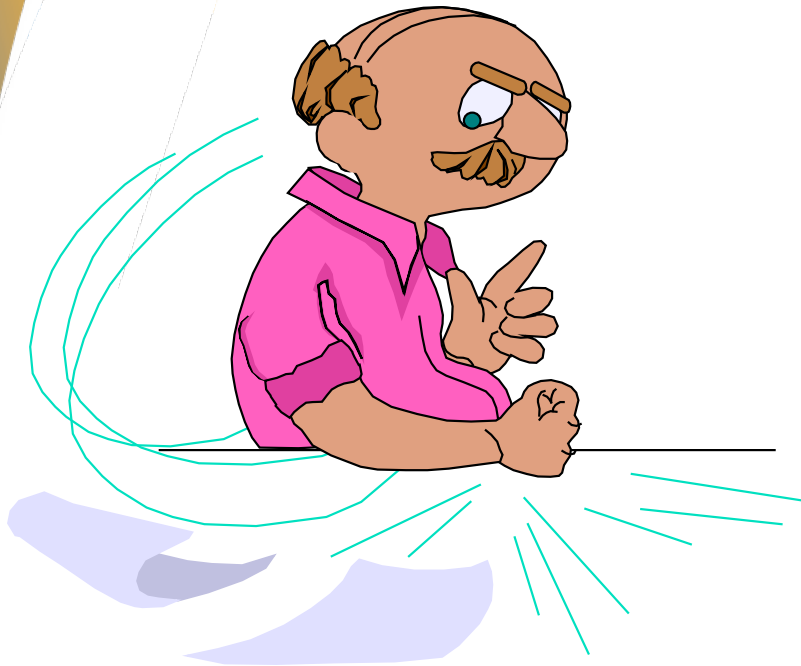
Employer's Responsibility



Employers have a legal responsibility to eliminate sexual harassment in the workplace and can be held legally and financially liable, regardless if acts were forbidden or authorized.

Involve the union and co-workers in developing a solution to the problems.

Workplace Bullying or Mobbing



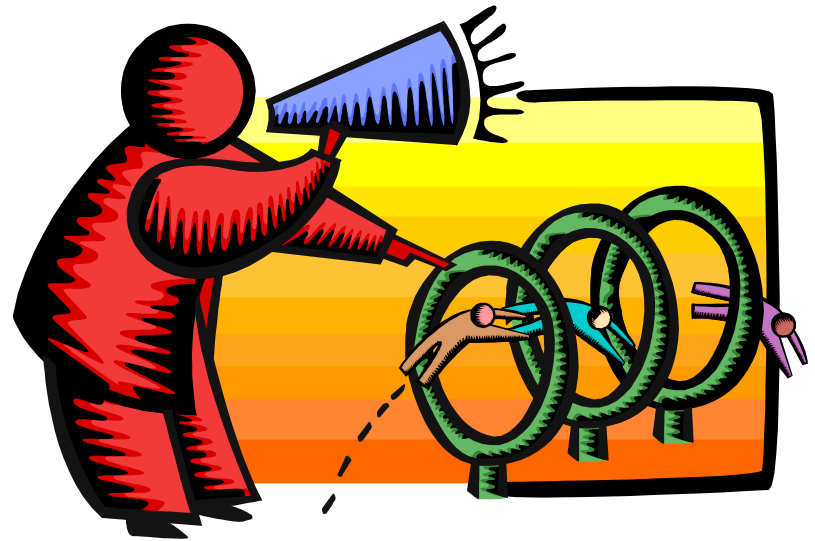
- Repeated malicious treatment of target that is driven by the desire to control.
- Bullying is rarely illegal.



Types of bullies Tactics they use and Tips for handling them

The Constant Critics Tactics

- Puts down and belittles people.
- Makes aggressive gestures and eye contact.
- Sends signals of disrespect.
- Constant harassing and criticizing for the smallest inconsistency. Stands around looking for something to target.
- Interrupts target and/or discounts what is being said.



The Constant Critics Tips

- Try to use humor to diffuse the situation.
- Seek a second opinion on the situation.
- Attempt to confirm or negate criticisms to reaffirm your abilities and self worth.
- Ask for support and assistance from your union, co-workers, family, friends and higher ups.

The Two Headed Snake Tactics



- Assassinates reputation of target to others behind their backs.
- Works to ensure target doesn't get materials or information needed to complete a task or job.
- Demands co-workers support actions against the target.
- Makes disparaging remarks to target while being solicitous to other around.
- Shares confidential info., starts rumors and steals credit from target.

The Two Headed Snake Tips

- Enlist supporters among co-workers.
- Maintain emotional control.
- Plan and practice the right words to say.
 - If there's a problem between us maybe we can work it out.
 - There's something you do that I need to ask you to try and do differently.
- Approach the bully immediately after you sense you've been targeted and ask for clarification.
 - Most snakes will deny a problem and back off.

The Gatekeeper Tactics

- Cuts the target out of the loop.
- Refuses to make reasonable accommodations for target.
- Refuses to follow employer's policies or union's contract.
- Denies privileges and/or makes rules on a whim.
- Ignores target or gives them the "silent treatment".



The Gatekeeper Tips

- Analyze bully's motivation.
 - Is he/she threatened by you or your abilities.
 - Is the bully competing with you for attention, promotions benefits, etc.
 - Has your attitude changed toward the bully.
- Have a face to face with the bully about your feelings.
 - Remember to keep your emotions under control and be forthright and honest. Suggest methods and solutions for problems and issues.

The Screaming Mimi Tactics



- Yells, screams and curses.
- Barks out orders loudly and often.
 - "I'm the boss here. Do as I say."
- Crowds target's personal space.
 - Stands close or hovers behind the target.
- Intimidates through gestures.
- Insists that all complaints and concerns be funneled through him/her first.

The Screaming Mimi Tips

- Don't ignore the problem.
 - It will not go away it will only get worse.
- Learn a silent mantra to protect yourself when a tirade begins.
- Find the bully's vulnerable spots.
 - Focus on those when he/she is screaming instead of being intimidated.
- Start a personal journal for constructive venting.
- Practice the right words.
 - I don't appreciate being talked to in that manner etc...

Cyber-bullying



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What is Cyber-bullying

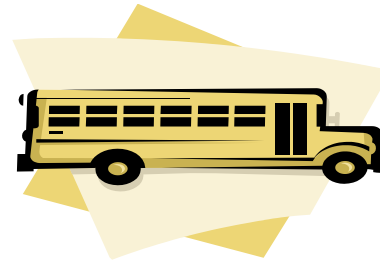


Using the internet, digital technologies, mobile phones, web sites and blogs to harass, denigrate or threaten.

Where Cyber-bullying Happens

Cyber-bullying happens in:

Schools



Workplaces



Homes



Who are the Cyber-bullies

Who does the Cyber-bullying:

Customers/acquaintances/parents



Co-Workers



Managers



What can be Done to Stop Cyber-bullying

- Keep a record of emails and messages
- Block harassers calls, emails, and messages
- When harasser is a manager report to higher ups.
- If physically threatened report it to the police

Take Back Your Control

- Bullies want to control you. Don't allow it.
- Remind yourself that you were qualified enough to get hired so you must be qualified.
- Seek emotional support systems.
 - Employee assistance plans.
 - Community center programs.
- Seek legal support systems.
 - Contact your union, the EEOC, or the DFHE or an attorney to ensure that your rights are not being violated.

Everybody's Role in Solving the problems

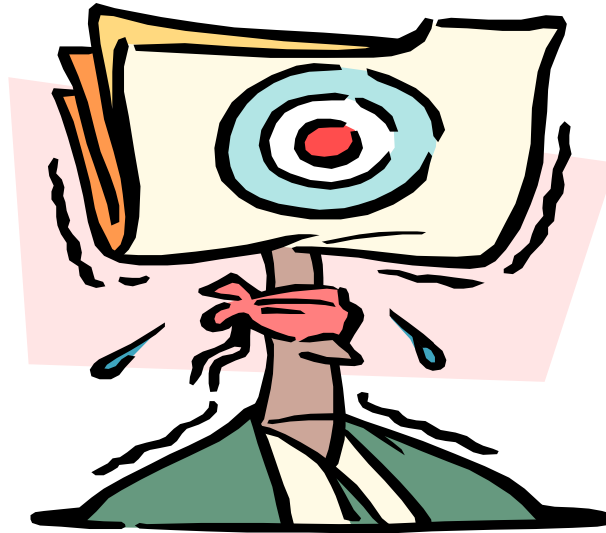
- Confronting any bully as a group sends a stronger, less confrontational message
- Unionism is about collective action
- 95% of bullying stops when it is clear that peers don't approve and won't participate



Look to yourself

- Everyone in the work place is responsible for the workplace environment
- If you see yourself in any of the above examples recognize it and attempt to stop
- Don't support bully-like behavior i.e.
 - Avoid gossip, treat people as you wish to be treated etc.

You are your best Advocate



Don't be a Target!!

The person who stands up for nothing will put up with anything.

Reading Materials

- **Laws & Statutes**
 - **California Statutes**
 - **Federal Statutes**
 - **EEOC & Fair Employment**

- **Workplace Bulling & Mobbing**
 - **MOBBING**
Emotional Abuse in the American Workplace
 - **Noa Zanolli Davenport, Ph.D.**
Ruth Distler Schwartz
Gail Pursell Elliott