

Decision Tree for Sexual Harassment in the Workplace

If you feel like you have been sexually harassed at work, it is important to remember that you are not alone. In recent surveys, the majority of working women in the U.S. have experienced some form of sexual harassment. Moreover, in many instances multiple women are harassed by the same man in the workplace.

Initial Items to Consider: What do you want, if anything, to happen or change?

- Do you want the behavior to stop?
- Do you want anyone at work to know?
- Do you want to not have to work with the harasser anymore?
- Do you want the harasser to be held accountable in some way, such as fired, suspended or required to attend training?
- Do you want the employer to change how they handle sexual harassment complaints? Do you want the employer to train all employees on how domestic violence, sexual assault, stalking, and harassment impact the workplace, to ensure that you have a person to talk and explore options with confidentially?
- Do you want to be a part of an employee-driven structure to change the culture in your workplace so sexual harassment is prevented? This structure could be a committee designed to develop a climate survey for all workers in the workplace that asks about the culture in the workplace and what employees think needs to be done to address sexual harassment.

There are no right or wrong answers to these questions, but the answers will help determine which of your options you may choose. Each

of these questions and steps that you may take as a result will also involve a calculation of risks.

Next, take steps to know your rights in the workplace.

Make sure that you have access to, and can review, any formal policy and/or training on sexual harassment offered by your employer. This may include an online manual, a poster that hangs over the copier in the break room, language in a collective bargaining agreement if you are in a union, and/or visiting the website for the state and federal agencies that enforce the laws that prohibit sexual harassment in the workplace.

To learn more about legal protections against sexual harassment in the workplace, visit the National Women's Law Center (NWLC).

Workplaces Respond provides technical assistance to workplace stakeholders seeking to better prevent and respond to domestic violence, sexual assault, stalking, and harassment impacting the workplace. Scan this QR code to access the Resource Center.



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