



Resource Type: **Education & Training**  
Primary Audience: **Employers**

# Model Agricultural Training: Improving Safety and Respect in the Workplace – Training for Supervisors

## Training Handouts

### Contents

- Pre-Test
- Handout 1-1 “Sexual Harassment Discussion Questions”
- Handout 1-2. “Fotonovela: Mari And Paty”
- Handout 1-3 “Power And Control Wheel”
- Handout 2-1 “Sunripe Certified Brands Policies”
- Handout 2-3 “Scenario: Company Housing – Blurred Lines Between Home And Work”
- Post-Test

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*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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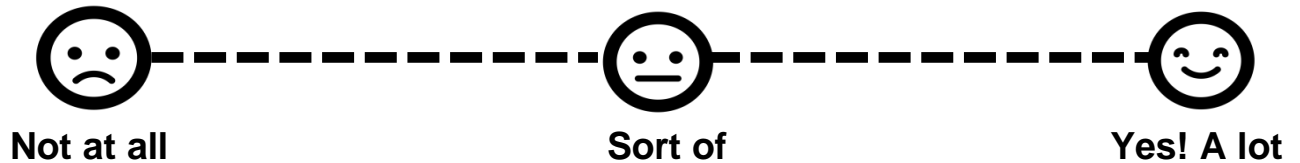
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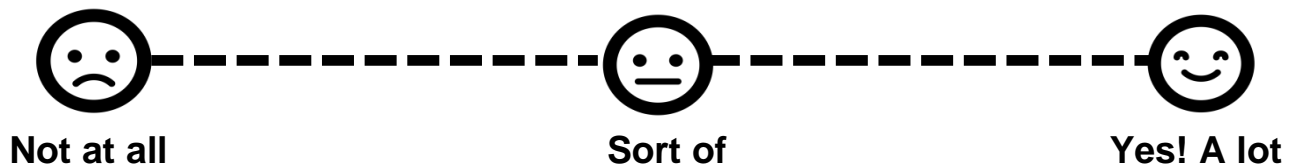
## Pre-Test

Put a mark on the frowning face if you disagree a lot. Put a mark on the smiling face if you agree a lot. Place an “X” somewhere else along the line to show if you feel something in between. (Your survey answers will remain anonymous.)

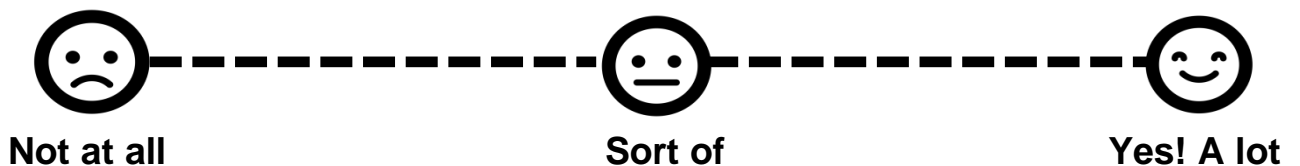
1. I **understand** what sexual harassment, sexual assault, stalking, and domestic violence are.



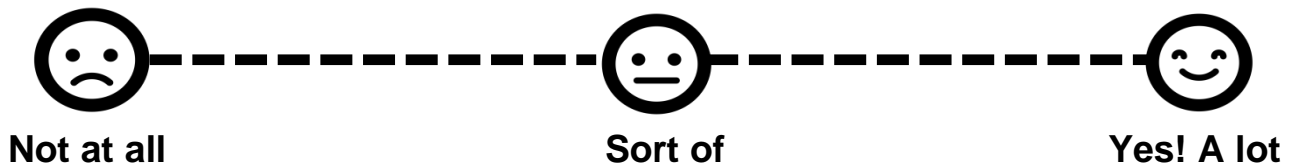
2. I can **recognize the signs** that an employee has experienced violence or harassment.



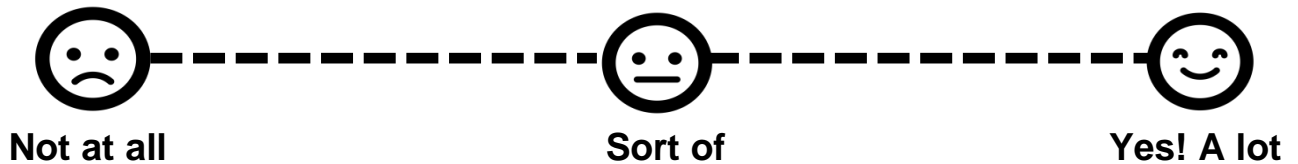
3. I can **recognize the signs** that an employee is committing an act of violence or harassment.



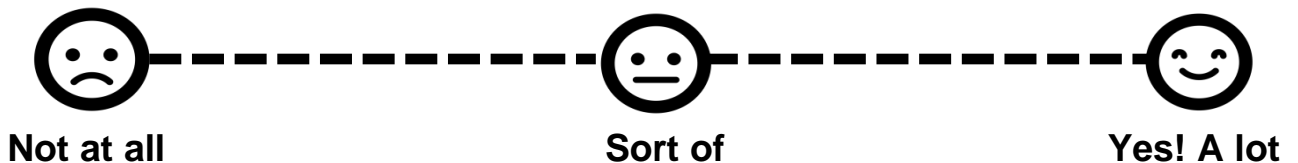
4. I know what our **company's policies** are regarding violence and harassment.



5. I know what to do if I learn that an employee is experiencing violence or harassment at work or at home.



6. I know what to do if I learn that an employee is committing an act of violence or harassment at work or at home.



**Thank you for taking this survey!**

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## Handout 1-1 “Sexual Harassment Discussion Questions”

1. Who are the characters? Describe their interaction
2. What is the boss asking Maria to do? Is it sexual harassment? Why or why not?
3. What are other things that a boss/supervisor could say or do that could be considered sexual harassment?
4. What might happen to Maria if she says no?
5. Why does the boss feel like he can say or do those things to Maria?
6. Why did the boss pick that place to talk to Maria?
7. What are some other places on the farm where a boss or supervisor might act or speak this way to employees?
8. Are there places off of the farm where this could occur?
9. What are the effects on the business and the workers if these things happen?



## Handout 1-2. "Fotonovela: Mari And Paty"

This is the story of what happened between two friends when they were working in the fields. It is a Friday afternoon and work is just ending.





## Handout 1-3 “Power And Control Wheel”



### DOMESTIC ABUSE INTERVENTION PROJECT

202 East Superior Street  
Duluth, Minnesota 55802  
218-722-2781  
[www.duluth-model.org](http://www.duluth-model.org)



## Handout 2-1 “Sunripe Certified Brands Policies”

For an example of a model employer policy, please visit the Workplaces Respond National Resource Center.



## Handout 2-2 “Scenario: A Lovers’ Argument”

Luis, a dumper, and Ana, a harvester, both work on Roberto's crew and had dated for six months until recently breaking up. Ana broke up with Luis because she didn't like the way he constantly asked her where she was and who she was talking to; he would get mad if he saw her with her friends or talking to other men. He also kept telling her that he should keep her paycheck because she was terrible with money, always spending it on "dumb" things.

It comes to Roberto's attention that lately, Luis often rejects Ana's buckets and returns them with comments such as “they are full of stems.” Roberto realizes that this behavior is only directed at Ana.

Ana hasn't complained or said anything to Roberto. Roberto assumes that this is a lovers’ argument and that if it was bothering Ana, she would say something to him.





## **Handout 2-3 “Scenario: Company Housing – Blurred Lines Between Home And Work”**

Maribel, a farm manager, notices that a particular field supervisor, Enrique, visits company housing. Enrique always approaches the same housing unit where a female worker named Juana lives. During his visits, Maribel hears a lot of angry shouting and crying.

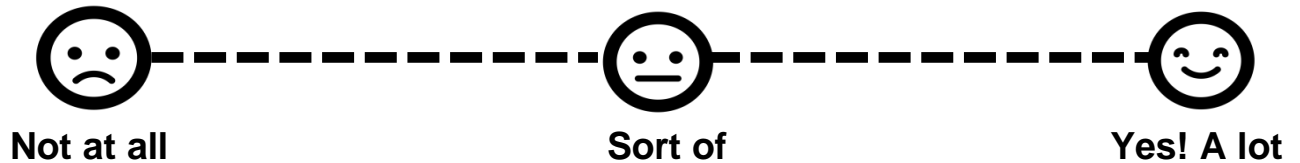
Maribel assumes since Juana has not reported any issues, there is nothing she should do. Also, Maribel feels that since this behavior is not occurring in the fields, she has no obligation to report it or intervene.



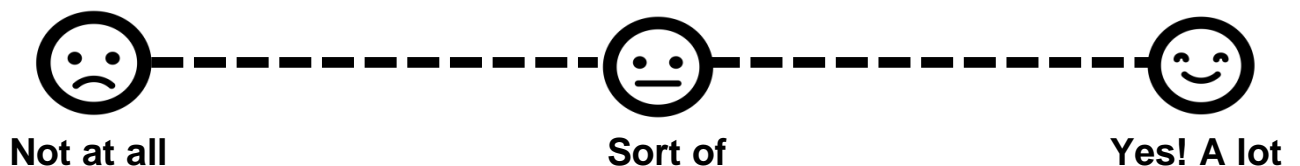
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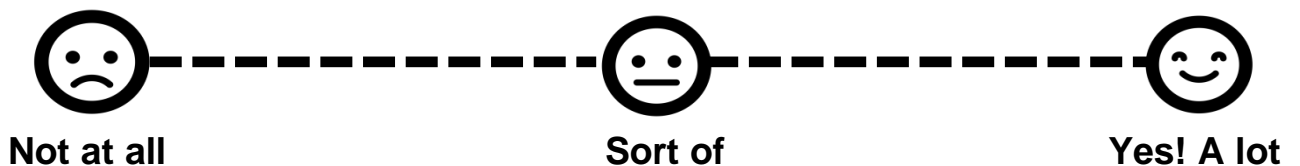
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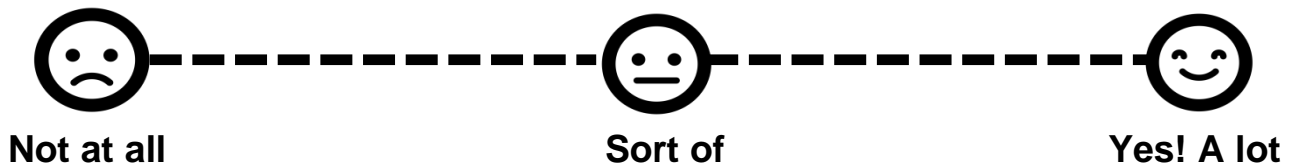
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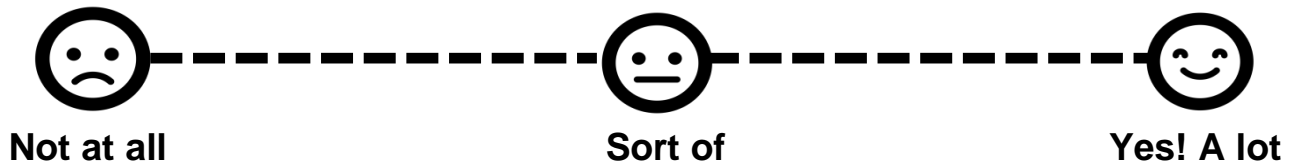
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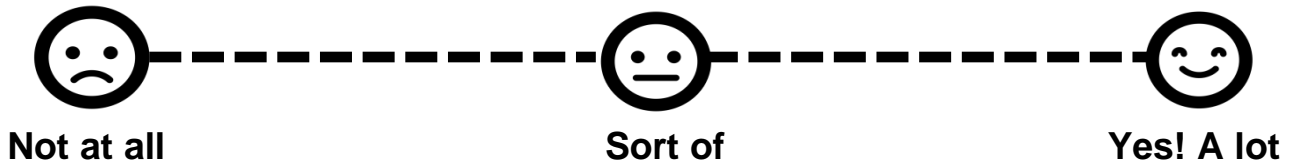
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6. I know what to do if I learn that an employee is committing an act of violence or harassment at work or at home.



## **Help Us Give A Better Training! Please Tell Us:**

**1. Something I learned today that I will use at work is:**

**2. Something I wish you had talked more about is:**

**3. Is there anything else you would like to tell us about the training?**

**Thank you for taking this survey!**

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