

project **IX**

# Sexual Harassment

Carmel Middle School

2023-24

7<sup>th</sup> & 8<sup>th</sup> Grade

# What is Sexual Harassment?

**Definition:** Behavior characterized by the making of unwelcome and inappropriate sexual remarks or physical advances in a workplace or other professional or social situation.

# What About This?

- Repeatedly asking for a hug after someone said “No”
- Playing games that involve physical contact of an unpredictable, unwanted nature - Truth or Dare
- Calling people names of a sexual nature (gay, slut, etc.)
- Who’s Hot, Who’s Not (social media)
- “Pantsing” someone

# What is Sexual Harassment?

There are two categories of sexual harassment.

**Quid Pro Quo:** Means this for that. The exchange of a sexual act for favorable treatment or in response to a threatening action.

**Hostile Environment:** Unwanted sexual conduct or contact interferes with a person's ability to feel safe in their environment (school, work).

## **Sexual harassment can occur in a variety of circumstances, including but not limited to the following:**

- Sexual harassment can take place anywhere and anytime.
- The harasser can be anyone (friend, older student, adult)
- The victim as well as the harasser may be any person to another person. The victim does not have to be a member of the opposite gender.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct. A bystander could be the victim of sexual harassment.
- In order to be defined as sexual harassment, the harasser's conduct must be unwelcome.

# Sexual Harassment: CUSD District Policy

Prohibited sexual harassment includes, but is not limited to, unwelcome sexual advances, unwanted requests for sexual favors, or other unwanted verbal, visual, or physical conduct of a sexual nature made against another person of the same or opposite sex in the educational setting.

# Let's Break That Down A Bit

Sexual harassment describes a range of behaviors that involve creating a sexual environment, treating someone in a sexual way, or treating someone in a demeaning or negative way because of their sex, gender, gender identity or perceived gender identity.



# Who Harasses?

Anyone, any gender, can be harassed, or be a harasser.





# Forms of Sexual Harassment

- Written: texts, emails, Snaps, Instagram, messages, notes
- Physical: Staring, touching, groping, grabbing, battery, assault



# Forms of Sexual Harassment

- Visual: Pictures, photos, sending or posting photos, drawings, graffiti, posters
- Verbal: Making comments about someone's body, repeatedly asking someone out



# Examples of Sexual Harassment

- Making jokes about someone's body
- Touching someone in a provocative way
- Rubbing up against someone in a sexual way
- Drawing, taking, or sending sexually explicit pictures and passing them around
- Making sexual jokes, gestures, or noises
- Spreading sexual rumors
- Telling someone you like them once a day, every day, for a month

# Excuses Don't Work!

- I was just joking
- I was just messing around
- It's just a game – everyone does it
- You're too sensitive

# How do you know if your behavior is okay?

**CONSENT: Permission for something to happen  
or an agreement to do something**

In a healthy relationship, partners are able to openly talk about and agree on what kind of activity they want to engage in. Whether it's holding hands, kissing, touching, or anything else, it's really important for everyone in the relationship to feel comfortable with what's happening.

# How do you ask for consent?

- Do you want to hold hands?
- Can I give you a hug?
- Can I kiss you?
- Is this okay?

# Consent Is Not

- Obtained through threats
- Coercive or Forceful
- Assumed in the absence of “No”
- Assumed due to lack of resistance



“No Means No!”



**What can  
you do if  
things go  
too far?**

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# Reporting Options



- **Counselor, Teacher, Principal or any other trusted school employee**
- **Parent/s, adult relative, any other trusted adult**
- **Confidential Reporting: School Counselors & Wellness Center Counselors**

**\*Find an adult you can trust!**

# Get Help

- Confidential resources – Trusted Adult/School Counselor & Wellness Center Counselor
- School counseling
- Hotlines: RAINN 800.656.HOPE
- Anonymous tip line on school website: 800.78CRIME

# What Happens After You Make a Complaint

- Student safety is the district's primary concern
- ***If there is a report, there will be an investigation***
- Goal: Stop the harassment, prevent its recurrence, and address any continuing effects.

# If You Want to Keep it Confidential

- Might limit the school's ability to investigate the harassment
- School will always take steps to investigate and respond even when keeping it confidential
- School will balance your request with providing a safe and nondiscriminatory environment for all students

# What Happens If You Are Accused?

- You have an equal chance to tell your side, offer witnesses and information (evidence)
- You are not “presumed guilty” just because you are accused

# How Can I Help?

If You Hear It or See It



# What You Can Do

I always wondered  
why somebody didn't  
do something about  
that, then I realized  
I'm that somebody.

- Direct / Intervene
- Distract
- Delegate / Seek Help
- Delay



"Our lives begin  
to end the day  
we become silent  
about things that  
matter."

- Martin Luther King, Jr.



# Scenario 1

(If time allows)

## **Is this scenario an example of sexual harassment?**

During PE class two students, A & B, keep looking at another student, Z, and whispering to each other. When student Z starts to run, students A & B make comments to other students about Z's body.

Are students A & B sexually harassing student Z?

## Scenario 2 (If time allows)

**Is this scenario an example of sexual harassment?**

Student C & D are riding the bus to the mall. Student C dares student D to spank student X on their rear end when they walk by. Student D accepts the dare and slaps X on the rear when they walk by. Student D makes an inappropriate comment about X's bottom that makes the whole bus laugh.

Are C & D sexually harassing student X?

Please log into your student email account and take the Sexual Harassment Training quiz. A score of 85% or better is required to pass this quiz.

## CMS Sexual Harassment Quiz