Harassment Prevention Training for Legislators

129th Maine Legislature December 4, 2018

Agenda

- o Quiz
- o Our Risks
- Recent Stats
- Harassment
- Sexual Harassment
- Harassment Prevention
- Our Policy
- Acknowledgement

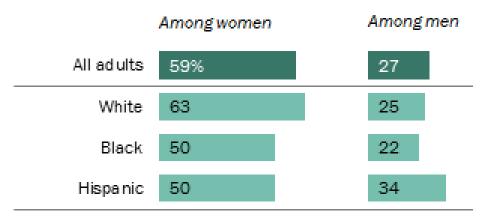
Our Challenges



Pew Research Center (March 2018)

About six-in-ten women say they have been sexually harassed

% saying they have ever personally received unwanted sexual advances or verbal or physical harassment of a sexual nature



FY 2017 EEOC Data

- Retaliation: 41,097 (48.8 percent of all charges filed)
- Race: 28,528 (33.9 percent)
- Disability: 26,838 (31.9 percent)
- Sex: 25,605 (30.4 percent)
- Age: 18,376 (21.8 percent)
- National Origin: 8,299 (9.8 percent)
- Religion: 3,436 (4.1 percent)
- Color: 3,240 (3.8 percent)
- Equal Pay Act: 996 (1.2 percent)
- Genetic Information: 206 (.2 percent)

These percentages add up to more than 100 because some charges allege multiple bases.

Unlawful Harassment

 Severe, pervasive and persistent conduct that unreasonably interferes with an employee's work performance or creates an intimidating, hostile or offensive work environment.



Specifically Protected Individuals

- Sex gender, pregnancy, pregnancy-related
- Race or color ethnicity
- Marital status
- Religion
- Ancestry or national origin birthplace, ancestry, culture or language
- Physical or mental disability

 current or past disability, perceived as disabled or associated with a disabled individual (ADA & ADAAA)

- Sexual orientation includes gender expression
- Age over 40 (federal), any age (Maine)
- Whistleblower activity
- Genetic information medical history or family medical history
- Worker's comp claim previous assertion of a claim or right under Maine Workers' Compensation Act
- Military or veteran status current or previous military service (USERRA)

Examples

- Unwelcome sexual advances, gestures, comments or contact
- Threats
- Offensive jokes
- Ridicule, slurs or derogatory actions

- Refusal to cooperate with employees in performing work assignments
- Basing employment decisions or practices on submission to harassment

Unlawful Sexual Harassment

- Quid Pro Quo
- Hostile Work
 Environment



Examples

- Repeated offensive sexual flirtations, advances or propositions
- Continued or repeated verbal abuse of a sexual nature
- Graphic or degrading verbal comments about an individual or his or her appearance

- The display of sexually suggestive objects or pictures
- Any offensive or abusive physical conduct

Prevention



Workplace Culture



Our Policy



Signed Form

