




Harassment Prevention Training for Legislators

129th Maine Legislature
December 4, 2018



Agenda

- Quiz
- 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

	Among women	Among men
All adults	59%	27
White	63	25
Black	50	22
Hispanic	50	34

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



Signed Form

