

Activity: Discrimination and Sexual Harassment in the Workplace

Description: **The objective of this assignment is to:** Help better understand and recognize sexual harassment and discrimination the workplace in order to protect yourself and others. Knowing your rights in the workplace can empower you to speak up to injustice.

How do I get credit for this assignment?

- Read through all of the information provided
- Write about your reaction to reading the information, if you are comfortable, write about any experience you have had with the topic etc.
- Email the completed work along with this cover sheet to: Michelle Estrada at mestrada@orangewoodfoundation.org

You may earn \$10.00 ILP dollars for completing this assignment.

Total Dollars Earned:

<p>\$</p>
<p>(ILP Use Only)</p>

Notes:

<p>Goal:</p>

Date: _____

<p>_____ Youth Signature</p>	<p>_____ Date of Birth</p>
<p>_____ Print Name (Youth)</p>	<p>_____ Group Home (If Applicable)</p>

<p>Receipt</p>
<p>(ILP Use Only)</p>

What is sexual harassment? Sexual Harassment is unwelcome behavior from another person to yourself, including sexual advances, requests for sexual favors, and other physical or verbal intimidation of a sexual nature. It can be subtle, so it is important for you to be attentive and note if someone is too flirty, complimenting you, or exhibiting sexist behavior as a way to bully you using seniority or high-ranking position.

What are the three different types of sexual harassment?

1. **Verbal/Written** – This is the most obvious type of workplace harassment, and it can include emails with offensive jokes, repeatedly asking for dates or sexual favors, imitating someone’s accent, or making derogatory comments about someone’s age or disability.
2. **Physical** – Physical harassment can be subtle too, but it includes making sexually suggestive facial expressions, standing too close to someone and unwanted touching of a person.
3. **Visual** – The hardest type to spot because its subjective but it can include watching inappropriate sexual videos in front of you, wearing clothing with vulgar language or images, and showing you sexually suggestive text messages or images.

What is discrimination? Discrimination is unjust or prejudicial treatment of people or groups based on their different characteristics including race, gender, age, or sexual orientation.

What are the different types of discrimination?

- | | |
|-------------------------|------------------------|
| 1. Race, Color, and Sex | 6. Religion |
| 2. Sexual Orientation | 7. Age |
| 3. Sexual Harassment | 8. Disability |
| 4. Status as a Parent | 9. Pregnancy |
| 5. National Origin | 10. Immigration Status |

**It is important to note that anytime you feel uncomfortable or unsafe regardless of how small it might seem, it is always a good idea to talk to someone you trust about it and inform the right authority, whether it be official authority or making an EEOC complaint.*

**The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, transgender status, and sexual orientation), national origin, age (40 or older), disability or genetic information.*

To Complete this Activity – Please see writing assignment on following page.

TO COMPLETE ACTIVITY

Reflect on the information provided above and write a small summary on your reactions to it. Were you surprised by anything, have you experienced sexual harassment or discrimination in the workplace? Why do you think it's important to be aware of this information?



**It is important to note that anytime you feel uncomfortable or unsafe regardless of how small it might seem, it is always a good idea to talk to someone you trust about it and inform the right authority, whether it be official authority or making an EEOC complaint.*

**The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, transgender status, and sexual orientation), national origin, age (40 or older), disability or genetic information.*

TO COMPLETE ACTIVITY

Reflect on the information provided above and write a small summary on your reactions to it. Were you surprised by anything, have you experienced sexual harassment or discrimination in the workplace? Why do you think it's important to be aware of this information?
