

# **Sexual Harassment**

## **Software Engineering Services**

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# Objectives

- ✓ **To increase SES Employee knowledge about sexual harassment in order to prevent it**
- ✓ **To promote dialogue about sexual harassment in the workforce community**
- ✓ **To provide guidelines for addressing sexual harassment**

# Harassment in the Workplace

- ✓ **Damaging to Employees**
- ✓ **Does not promote teamwork**
- ✓ **Detrimental to the Company**

# Liability

- ✓ **Corporate – “Employer Liability”**
- ✓ **Employee – “Co-Worker Liability”**

# **Why should I be concerned about harassment?**

- ✓ **How do I know the difference?**
- ✓ **When does harassment occur?**
- ✓ **What types of groups are protected under Federal Laws?**

# What is Sexual Harassment?

The three most common types of illegal harassment are:

**Verbal**

**Physical**

**Non-verbal**

# **Harassment in the Workplace**

## ***“Hostile Environment”***

- ✓ **What is a hostile environment?**
- ✓ **Ignorance is not an excuse for harassment**

# Examples of Harassment

- ✓ Repeated unwelcome sexual attention
- ✓ Repeated and unwarranted comments by an Employee about the person's own sex life and desires
- ✓ ANY Unwelcome behavior



# WHO can Sexually Harass?

- ✓ Men can sexually harass both women and men
- ✓ Women can sexually harass both men and women
- ✓ Supervisors can sexually harass subordinates
- ✓ Subordinates can sexually harass supervisors
- ✓ Colleagues can sexually harass one another
- ✓ Employees can also be sexually harassed by non-employees - such as clients, customers, vendors and so on

**Harassers do not fit a demographic or social profile as they are all ages, races and occupations.**

# Things You Should Know about Sexual Harassment

- ✓ Harassment can affect all people in an area
- ✓ Questionable conduct is more likely to be harassment if it is repeated

# What does SES say about harassment?

***“Software Engineering Services stands firmly for the principle that ALL Employees have a right to be free from harassment based on race, color, sex, religion, national origin, age, disability, sexual orientation, or protected activity under the anti-discrimination statutes by any other member of the community, and SES will not tolerate any form of harassment.”***



# Responding to Harassment

**SPEAK UP** at the time of harassment



Many who engage in offensive conduct stop when asked to **STOP**.

# Responding to Harassment

- ✓ You must take the appropriate steps to end the harassment
- ✓ Report sexual harassment to the appropriate person in the organization

# Steps You Can Take on Your Own

- ✓ **Inform your immediate Manager**
- ✓ **Inform SES Human Resources:  
Esper Smith, (402) 292-8660 ext. 212**



# Zero Tolerance

- ✓ **Harassment behavior will not be tolerated by anyone in the organization**
- ✓ **Prevention**

**Thank You!**

**Questions Welcomed**

