Harassment workshop

California Federation of Teachers
AFT/CFT/AFL-CIO
Compiled & Designed by
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Types of Harassment

Sexual Harassment
Unwelcome sexual contact.

Bullying and Mobbing
Intimidation or alienation.
(both are methods to exert control).

Cyber- Bullying
Using Technology to intimidate or harass
Sexual Harassment

- **Quid-Pro-Quo**
  - A demand for sexual favors in return for a benefit, promotion or retention of employment.

- **Hostile Work Environment**
  - Comments, flyers, jokes, etc. that would make a *reasonable woman* uncomfortable.
Tips for Dealing with Sexual Harassment

- Quid-Pro-Quo
  - Don’t hesitate or blame yourself. Report it to a higher up immediately. (Keep going up until you get results!).
  - Contact your union rep. for assistance.
  - Follow up all verbal complaints in written form. (Start a written record of events).
  - Inquire about the employer’s “Sexual Harassment Policy” (required by law).
Hostile Work Environment

- Use "reasonable woman" standard—would a "reasonable woman" find this behavior offensive.
  - The courts used this description to determine if a workplace is hostile.
- Report behavior to higher ups.
- Follow all verbal complaints in written form. (Start a written record of events).
Employers have a legal responsibility to eliminate sexual harassment in the workplace and can be held legally and financially liable, regardless if acts were forbidden or authorized.

Involve the union and co-workers in developing a solution to the problems.
Workplace Bullying or Mobbing

- Repeated malicious treatment of target that is driven by the desire to control.
- Bullying is rarely illegal.
Types of bullies Tactics they use and Tips for handling them
The Constant Critics Tactics

- Puts down and belittles people.
- Makes aggressive gestures and eye contact.
- Sends signals of disrespect.
- Constant harassing and criticizing for the smallest inconsistency. Stands around looking for something to target.
- Interrupts target and/or discounts what is being said.
The Constant Critics

Tips

- Try to use humor to diffuse the situation.
- Seek a second opinion on the situation.
- Attempt to confirm or negate criticisms to reaffirm your abilities and self worth.
- Ask for support and assistance from your union, co-workers, family, friends and higher ups.
The Two Headed Snake Tactics

- Assassinates reputation of target to others behind their backs.
- Works to ensure target doesn’t get materials or information needed to complete a task or job.
- Demands co-workers support actions against the target.
- Makes disparaging remarks to target while being solicitous to other around.
- Shares confidential info., starts rumors and steals credit from target.
The Two Headed Snake Tips

• Enlist supporters among co-workers.
• Maintain emotional control.
• Plan and practice the right words to say.
  – If there’s a problem between us maybe we can work it out.
  – There’s something you do that I need to ask you to try and do differently.
• Approach the bully immediately after you sense you’ve been targeted and ask for clarification.
  – Most snakes will deny a problem and back off.
The Gatekeeper Tactics

- Cuts the target out of the loop.
- Refuses to make reasonable accommodations for target.
- Refuses to follow employer’s policies or union’s contract.
- Denies privileges and/or makes rules on a whim.
- Ignores target or gives them the “silent treatment”.
The Gatekeeper Tips

• Analyze bully’s motivation.
  – Is he/she threatened by you or your abilities.
  – Is the bully competing with you for attention, promotions benefits, etc.
  – Has your attitude changed toward the bully.

• Have a face to face with the bully about your feelings.
  – Remember to keep your emotions under control and be forthright and honest. Suggest methods and solutions for problems and issues.
The Screaming Mimi Tactics

- Yells, screams and curses.
- Barks out orders loudly and often.
  - “I’m the boss here. Do as I say.”
- Crowds target’s personal space.
  - Stands close or hovers behind the target.
- Intimidates through gestures.
- Insists that all complaints and concerns be funneled through him/her first.
The Screaming Mimi Tips

• Don’t ignore the problem.
  – It will not go away it will only get worse.

• Learn a silent mantra to protect yourself when a tirade begins.

• Find the bully’s vulnerable spots.
  – Focus on those when he/she is screaming instead of being intimidated.

• Start a personal journal for constructive venting.

• Practice the right words.
  – I don’t appreciate being talked to in that manner etc...
Cyber-bullying

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What is Cyber-bullying

Using the internet, digital technologies, mobile phones, web sites and blogs to harass, denigrate or threaten.
Where Cyber-bullying Happens

Cyber-bullying happens in:

- Schools
- Workplaces
- Homes
Who are the Cyber-bullies

Who does the Cyber-bullying:

Customers/acquaintances/parents

Co-Workers

Managers
What can be Done to Stop Cyber-bullying

- Keep a record of emails and messages
- Block harassers calls, emails, and messages
- When harasser is a manager report to higher ups.
- If physically threatened report it to the police
Take Back Your Control

• Bullies want to control you. Don’t allow it.

• Remind yourself that you were qualified enough to get hired so you must be qualified.

• Seek emotional support systems.
  – Employee assistance plans.
  – Community center programs.

• Seek legal support systems.
  – Contact your union, the EEOC, or the DFHE or an attorney to ensure that your rights are not being violated.
Everybody’s Role in Solving the problems

- Confronting any bully as a group sends a stronger, less confrontational message.
- Unionism is about collective action.
- 95% of bulling stops when it is clear that peers don’t approve and won’t participation.
Look to yourself

- Everyone in the work place is responsible for the workplace environment
- If you see yourself in any of the above examples recognize it and attempt to stop
- Don’t support bully-like behavior i.e.
  - Avoid gossip, treat people as you wish to be treated etc.
You are your best Advocate

Don’t be a Target!!
The person who stands up for nothing will put up with anything.
Reading Materials

• Laws & Statues
  – California Statutes
  – Federal Statutes
  – EEOC & Fair Employment

• Workplace Bulling & Mobbing
  – MOBBING
    Emotional Abuse in the American Workplace
  – Noa Zanolli Davenport, Ph.D.
    Ruth Distler Schwartz
    Gail Pursell Elliott