

Sexual Harassment

Ilyssa Mae Geronimo

EN101 Online English Composition 1

Kimber Bunts Anderson

Table of Contents

Abstract	3
Title	4
Background	5
Literature Review	6
Research Question	9
Methodology	10
Findings	11
Reference	12
Appendix	13

Abstract:

Sexual Harassment is a major problem that not a lot of people look into. In this study I will be focusing on researching about Sexual Harassment. Also, understanding and getting to know more about it.

Title:*Sexual Harassment*

With all the means of technology people use recently, they are informed of most of the accidents and incidents, which occur in this world if not all of all of them. It is noticeable that the number of sexual harassment cases taking place is increasing rapidly, which gives a clear idea of the existence of many reasons, one of which is how people in authority are not taking this huge problem into account and are not trying to prevent it. Such actions have serious consequences and, which results in that the world should make fast moves towards preventing these actions from happening.

Background:

According to the EEOC (Equal Employment Opportunity Commission), Sexual Harassment is a “form of sex discrimination that violates Title VII of the Civil Rights Act of 1964. “ The title VII applies to employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organizations, as well as to the federal government.

Literature Review:

It is mostly likely for people, who hear the term “sexual harassment” to think that the victim is from the opposite sex, and is mostly a woman. In this matter it was cleared out that the harasser and the victim can be from the same sex no matter what harasses whom. Sexual Harassment can also happen anywhere whether it’s at home, school, work, outside, etc. Whether it happens in any of those locations do we know what hotline to call? Do we know how to comfort the victim? If we were the victim do we know what are we supposed to do?

Sexual Harassment can occur in a variety of circumstances, including but not limited to the following:

- ★ The victim as well as the harasser may be woman or a man. The victim does not have to be the opposite sex.
- ★ The harasser can be the victim’s supervisor, an agent of the employer, a supervisor in another are, a co- worker, or a non- employee.
- ★ The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
- ★ The harasser's conduct must be unwelcome.

Some actions may or may not be Sexual Harassment in different cases, like:

- ★ Remarks or jokes about a person’s body that make them feel uncomfortable
- ★ Displaying naked pictures or sex- related objects
- ★ Request for sexual favors
- ★ Unwanted physical touching, including sexual assault

- ★ Quid pro quo (when someone in power says or hints that they will give or take away job a benefit in return for a sexual demand).

Understanding Sexual Harassment are further researched throughout this project. The schedule for this project can be found in the table shown below.

September 18th - September 29th	Survey
October 1st - October 7th	Analyzation of Survey
October 8th - October 20th	Primary Source Research
October 21th - October 30st	Analyzation of Research
November 1st - November 7th	Compilation/First Draft
November 8th - November 10th	Editing/Correcting
November 11th - November 18th	Final Draft

If you are sexually harassed in your workplace, you should review and follow the steps outlined in the sexual harassment policy for you workplace. Then you can contact your supervisor or go straight to Human Resources (HR). If for some reason you workplace has no policy in place regarding sexual harassment or refuses to take proper action, you can file a complaint with:

- Equal Employment Opportunity Commision (EEOC)

If you are sexually harassed in your school, you need to review and follow the steps outlined in your school's harassment or sexual misconduct policy. This is sometimes known as a Title IX policy.

Sexual Assault is any type of sexual contact that is unwanted. This may include:

- ★ Physical Force
- ★ Violence
- ★ Threats
- ★ Intimidation
- ★ Ignoring a victim's objections
- ★ Causing the victim to be drunk or on drugs
- ★ Taking advantage of the victim being drunk or on drugs and unable to consent.

All of these things are just examples to give everyone a better understanding as to what sexual harassment is and a little bit of sexual assault. When I took the results from my survey a lot of people has an idea as to what sexual harassment is but they don't know what to do when they encounter any sexual harassment activity. They don't know what hotline or program is for sexual harassment as well.

In conclusion, sexual harassment is an issue everywhere. There are certain ways that a civilian can go about reporting the inappropriate behaviors and not face retaliation from anyone in the organization. This paper discussed sexual harassment within the workplace and school the ethical concerns and theories, also how to report sexual harassment.

Research Question:

- Topic: Sexual Harassment
- Thesis: Despite common belief sexual harassment in the workplace and school has been about power and authority rather than sex, but the experience after the attack has proven to be more damaging than the original harassment and has adverse effect in the victim's workplace and school, their family and friends, and the legal system since victims are somehow led to believe they provoked the attack.
- Research Question:
 - How do we help people who's been Sexually Harassed?
 - What's the difference with Sexual Harassment and Sexual Assault?
- Primary Sources:
 - Blog Spots
 - Statistical Data
- Secondary Sources:
 - News Articles

Methodology:

I chose to work with people that experienced sexual harassment. I also did research so I am able to explain more of what sexual harassment is.

Findings:

1. Understanding Sexual Harassment
2. Sexual Harassment hotlines/website
3. Programs
4. Articles
5. Blogs
6. Meeting with some people that experienced sexual harassment
7. Online Surveys

References:

- “Sexual Harassment Most Common EEO Complaint in NMI.” *Saipan News, Headlines, Events, Ads | Saipan Tribune*, 15 Sept. 2015, www.saipantribune.com/index.php/sexual-harassment-most-common-eeo-complaint-in-nmi/.
- “Sexual Harassment Most Common EEO Complaint in NMI.” *Saipan News, Headlines, Events, Ads | Saipan Tribune*, 15 Sept. 2015, www.saipantribune.com/index.php/sexual-harassment-most-common-eeo-complaint-in-nmi/.
- “Sexual Harassment | World News.” *The Guardian*, Guardian News and Media, www.theguardian.com/world/sexual-harassment.
- “COAST GUARD All Hands.” *All Hands*, allhands.coastguard.dodlive.mil/2014/01/22/sexual-harassment-or-sexual-assault-do-you-know-the-difference/.
- “Sexual Harassment at Work.” *Findlaw*, employment.findlaw.com/employment-discrimination/sexual-harassment-at-work.html.

Appendix:

Appendix A: Pilot Survey

A. <https://www.surveymonkey.com/r/MZLJ73M>

Appendix B: General Survey

A. <https://www.surveymonkey.com/r/7WJMNSN>