

**Substitute Academy
Lubbock-Cooper ISD
2020-2021**

**Sexual Harassment
Training/Child Abuse
and Neglect
Review/Sexting**

What is Sexual Harassment?

Any of the following if “Unwelcomed”:

- ❑ Sexual advances
- ❑ Requests for sexual favors
- ❑ Other verbal or physical conduct of a sexual nature

According to:

- Title VII (In Workplace) - Civil Rights Act of 1962
- Title IX of Federal Education Amendments of Civil Right Act of 1964

The key word is “UNWELCOMED”

- ❑ Conduct which may be offensive to one person may not be to another.
- ❑ The “victim” has an obligation to tell the actor, as well as their immediate supervisor that he or she finds the conduct offensive.
- ❑ If the behavior continues beyond that point, then it is sexual harassment.
- ❑ No one can be expected to read your mind.

In the **EYE** of the beholder . . .

While there are similarities between **HARASSMENT** and **FLIRTING**, there is one **BIG** difference:

How the receiving person **FEELS** as a result of the sending person's behavior

NOTE: The law is concerned with the **IMPACT** of the behavior, not the **INTENT**.

Hostile Environment Harassment

- ❑ Behavior resulting in an environment that causes one fear, anxiety, shame, or embarrassment.
- ❑ It affects one's ability to be at work, school, etc.

Hostile Environment Harassment

Behaviors, displays, or language:

- ❑ That are unwelcomed
- ❑ That are pervasive (enveloping and persistent)
- ❑ Are related to gender
- ❑ Interfere with a person's work performance

General Guidelines

DO NOT -

- ❑ say anything that you would not want printed in the newspaper or broadcast on TV.
- ❑ say or do anything you would not want your significant other to know about.
- ❑ say or do anything you would not say or do in front of the other person's significant other.
- ❑ post anything derogatory about another person on a social media site or in an email.

Verbal Forms of Harassment

- ❑ Threats or insults
- ❑ Comments about a person's body
- ❑ Sexual jokes, suggestions or remarks
- ❑ Sexual stories or rumors
- ❑ Notes, letters, or graffiti
- ❑ Pressure to go out on dates

Physical Forms of Harassment

- ❑ Standing in someone's way or standing too close
- ❑ Bumping into someone or brushing against a person on purpose
- ❑ Patting, hugging, kissing
- ❑ Grabbing, touching, pinching
- ❑ Pulling or grasping at clothing

Nonverbal Forms of Harassment

- ❑ Sexual pictures or drawings
- ❑ Mimicking or pantomiming in an insulting manner
- ❑ Gestures or looks (Blowing kisses, licking lips, et al.)
- ❑ Staring at someone

GOLDEN RULES

- ❑ Would you say the exact thing to a colleague of the same sex?
- ❑ Would you be embarrassed if someone took a video of the action and passed it around for colleagues to see?
- ❑ Compliment on merit, not appearance.
- ❑ While good-natured humor is usually welcomed, resist the temptation to go for a laugh at the expense of someone else's gender, ethnicity, or occupation.
- ❑ Speak up. If you do not like someone else's behavior, tell them. Be careful to criticize the behavior rather than the person.
- ❑ Although advisable, simply apologizing will not make up for offensive language or behavior. There should also be an acknowledgement within the apology that the behavior was unacceptable.



AND THINK

Before you act or speak

Employee-to-Student behavior is **ALWAYS** forbidden
... regardless of whether the student “welcomes” the conduct.

Board Policy DHC (Local)
defines sexual harassment of students by staff to include
“welcome or unwelcome advances.”

Responding to Harassment

- ❑ Talk to a friend, a counselor, or a relative. Talking about the situation often helps put the facts in perspective and provides solutions in dealing with the matter.
- ❑ Do not laugh at or disregard harassing remarks or behavior.
- ❑ Make it known, in front of other people that this type of behavior is offensive and unacceptable. Practice saying, “Stop! I find your conduct offensive!”
- ❑ Avoid being alone with the harasser.
- ❑ Keep a written record which documents as precisely as possible what happened, when it took place, and list any witnesses.



Deliberate Indifference

- ❑ If you have seen harassment, or it has been reported to you, you have “knowledge”.
- ❑ If you do not report it or take the necessary actions to prevent or stop the harassment, you can be held personally liable.

How Do I Avoid Committing Sexual Harassment?

- ❑ Educate yourself.
- ❑ Be sensitive and perceptive when interacting with students or employees.
- ❑ Keep all actions job-related.
- ❑ Avoid personal relationships with coworkers or students.
- ❑ Never put your hands on a student.
- ❑ Try never to be alone with a student.

WHAT IS SEXTING?

- ❑ Sexting is the act of sending sexually explicit photos electronically, primarily through cell phones, or
- ❑ Sending or forwarding inappropriate emails containing offensive language.

WHAT DOES THE LAW SAY ABOUT SEXTING?

Sexting to a juvenile by an adult is considered to be possession and/or promotion of child pornography and is a FELONY offense.

It is BEST practice NOT to give your cell phone number to students or allow students to have access to your personal cell phone.

Sexual Abuse/Maltreatment

As a person working in the education field, you are legally responsible for identifying and reporting child abuse and/or maltreatment within 48 hours of learning of the facts giving rise to the suspicion.

Your Role As A Professional: REPORT AND SUPPORT

- ❑ Be aware of the indicators of abuse.
- ❑ Report any suspicion.
- ❑ It is NOT your job to investigate before reporting.
- ❑ Do not interview the child.
- ❑ It is always a good idea for a substitute to also report your concerns to the building principal since you are not there everyday.

How To Report

Two Ways to Report Abuse :

❑ 1-800-252-5400

Call the Abuse Hotline toll-free 24 hours a day, 7 days a week, nationwide.

❑ www.txabusehotline.org

Make your report through a secure web site and you will receive a response within 24 hours.