# AGU Heads and Chairs

## Bystander Intervention

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## Definitions

**Sexual harassment:** unwelcome sexual advances, unwelcome requests for sexual acts in exchange for something, and unwelcome physical behavior or words that are sexual. Behavior that substantially interferes with your work or academic career or creates an intimidating, hostile, or offensive work or education environment is called hostile environment sexual harassment. When submitting to or rejecting this behavior influences employment or academic opportunities and decisions, it is called quid pro quo (or “this for that”) sexual harassment.

**Sexual assault** is any sexual contact without consent. Consent means words or clear actions that openly show a person who is competent to give informed consent freely agrees to the sexual contact.

**Harassment** is a type of discrimination that consists of a single intense and severe act, or of multiple persistent or pervasive acts, which are unwanted, unwelcome, demeaning, abusive, or offensive. Offensive conduct constitutes harassment when 1) it becomes a condition of an opportunity, education, benefit, evaluation, or employment or 2) the conduct is severe or pervasive enough to create a work or educational environment that most people would consider intimidating, hostile, or abusive. These acts may include epithets, slurs, or negative stereotyping based on gender, race, sexual identity, or other categories, as protected by U.S. federal law. Also included are threatening, intimidating, or hostile acts; denigrating jokes and displays; or circulation of written or graphic material that denigrates or shows hostility or aversion toward an individual or a group. **Sexual harassment**, includes any unwanted and/or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. **Bullying** is the use of force, threat, or coercion to abuse, intimidate, or aggressively dominate others in the professional environment that involves a real or perceived power imbalance. These actions can include abusive criticism, humiliation, the spreading of rumors, physical and verbal attacks, and professional exclusion and isolation of someone.

## Sexual Harassment – Examples

**Verbal examples**

* Sexual stories
* Questions about a person’s sexual experiences, preferences
* Jokes
* Four-letter obscenities
* Inappropriately comments on a person’s body, appearance
* Asking for dates repeatedly
* Making suggesting sounds, whistling
* Name-calling: honey, doll, babe, stud, hunk, etc.

**Nonverbal examples**

* Staring at a person
* Following or blocking a person
* Showing sexually explicit pictures, cartoons, other visuals
* Making suggesting gestures
* Sending unwanted notes or other material
* Giving unwanted personal gifts
* Exposure (Doing a Harvey Weinstein)

**Physical examples**

* Touching
* Leaning over a person
* Standing too close to a person
* Brushing up against a person
* Kissing
* Caressing
* Pinching
* Actual / Attempted Rape

Source of Examples: Headquarters Marine Corps EEO Office Online Training, <http://www.hqmc.marines.mil/Portals/143/Training/EEO/POSHTrng.pdf>

## Books

### Implicit Bias, Hiring

*Between the World and Me*, Ta-Nehisi Coates

*Blink: The Power of Thinking Without Thinking*, Malcolm Gladwell

*Gut Feelings*, Gird Gigerenzer

*Hidden Brain*, Shankar Vedantam,

*Thinking, Fast and Slow*, Daniel Kahneman

*Whistling Vivaldi*,

*The All New Don’t Think of an Elephant*, George Lakoff

*The Politics of Sexual Harassment*, Kathrin Zippel

### Holding That Conversation

*Crucial Conversations*, Kerry Patterson, Joseph Grenny, Ron McMillan, Al Switzer

*Leadership Without Easy Answers*, Richard Heifetz

*Leadership on the Line*, Richard Heifetz and Marty Linsky

*The No Asshole Rule: Building a Civilized Workplace*, Robert I. Sutton

## Podcasts

Hidden Brain

Freakonomics Radio