



RESPECT@WORK

Know your rights and responsibilities: Workplace sexual harassment

In this document:

1. The definition of sexual harassment
2. The definition of workplace sexual harassment
3. Other workplace rights

This resource includes information for younger workers about workplace sexual harassment and how you can respond to it if it happens to you or a friend or co-worker. Remember: **if you, or someone else, is in immediate danger you should call the police on 000. If there is no immediate danger but you or someone else needs police assistance, phone 131 444.**

Workplace sexual harassment is against the law.

The definition of sexual harassment

In simple terms, sexual harassment means any unwelcome sexual behaviour that a reasonable person could anticipate may make another person feel offended, humiliated or intimidated in that situation

A **'reasonable person'** can be taken to mean a neutral and unbiased observer.

Sexual harassment is not always obvious. It includes a wide range of behaviours. The most common behaviours are:

- sexually suggestive comments or jokes that offend or intimidate
- intrusive questions about private life or physical appearance
- inappropriate staring or leering
- inappropriate physical contact
- unwelcome touching, hugging, cornering or kissing.

Sexual Harassment Know Your Rights

Nancy Ruddy, Andrew Liput



Sexual Harassment Know Your Rights:

Sexual Harassment Linda LeMoncheck, Mane Hajdin, 2000-01-01 The question of what constitutes sexual harassment from suggestive remarks to outright threats from off color jokes to lewd posters on office walls is contentious as is the question of how to address sexual harassment Do all instances of sexual harassment constitute sex discrimination Are some instances merely sexual attraction gone wrong Do social policies aimed at eliminating sexual harassment in the workplace violate freedom of expression or do they make working relationships possible between women and men In this uncompromising yet respectful debate two philosophers of widely divergent views present clear arguments and then respond directly to each other s reasoning LeMoncheck argues for a feminist perspective on sexual harassment that is sensitive to the politics of gender Hajdin contends that this perspective is both morally confusing and legally problematic and that sexual harassment can be better addressed by traditional moral and legal categories Know Your Rights Andrew McCann, 2012-10-15 Know Your Rights Employment and Family brings together the most up to date information on Family law including the Civil Partnership Act from marriage to divorce adoption to guardianship sale of the family home to wills and inheritance domestic violence to custody The rights of the employee and the employer including terms of employment notice periods redundancy unfair dismissal payment of wages sick pay and sick leave Using a question and answer format in order to apply the information to real examples Know Your Rights Employment and Family is an indispensable guide for all households Andrew McCann easily cuts through the red tape that traditionally surrounds bureaucracy His number is always close to hand when we need to discuss the rights of Irish citizens while his refusal to use the convoluted language of officialdom makes his analysis accessible to all Jonathan Healy presenter of Lunchtime Newstalk Andrew McCann s Know Your Rights Employment and Family is a most helpful and practical aid to the ordinary citizen in dealing with situations that may arise in the areas of employment and relationships within the family It is written in an easy and accessible style and will be very useful to people dealing with difficult situations Senator David Norris Andrew McCann is an expert in every sense of the word and his ability to deliver jargon free advice makes this book a must for anyone seeking a way through what can often be a bureaucratic nightmare Aidan Cooney co presenter of Ireland AM and Call Cooney on Q102 More and more we need to know our rights and our entitlements in society This book is a great addition to the library of the concerned and involved citizen Joe Duffy presenter of Liveline RT Radio 1 Do You Know Your Rights? Maurene Hinds, 2015-12-15 Most American teens know that when they turn eighteen they can vote or that they have the right to free speech or to a twelfth grade education But what about other rights Through expert advice and interviews with teens readers will learn about their rights as consumers and employees rights to health care and access to information and their rights when they are in abusive situations or when they break the law Sexual Harassment Martin Eskenazi, 1992 **Everything You Always Wanted to Know About Your Rights in the Workplace** Nancy Ruddy, Andrew Liput, 2009-08-31 Addressing almost all pervasive issues

in the workplace this book is a must have for all employees who wish to be vigilant of their rights as workers Intended to be a handy reference guide Everything You Always Wanted To Know About Your Rights In The Workplace will empower employees and job seekers by explaining their rights and offering advice for many challenges at work Not a law book but a self help guide it includes dozens of pages of resources to direct employees on how and where to file complaints find qualified attorneys and understand solutions for the most common workplace problems Designed to fit a briefcase or handbag this book is an accessible partner in protecting your rights as an employee

Sexual Harassment in Higher Education Billie Wright Dziech, Michael Hawkins, 2018-10-10 Originally published in 1998 Sexual Harassment in Higher Education addresses the problem of sexual harassment on college campuses This work reflects on a variety of aspects of sexual harassment its litigation and law as well as how the issues they demonstrate often have as much to do with linguistics or jurisprudence as with negative action though there is a great deal of evidence of the latter The book provides a clear eyed and detailed assessment of the harassment controversies now plaguing America s universities and colleges

Thinking about Sexual Harassment Margaret A. Crouch, 2001 This illuminating work on one of today s most provocative issues provides all the necessary information for careful critical thinking about the concept of sexual harassment Consisting mainly of two parts it first traces the construction of the concept of sexual harassment from the original public uses of the term to its definitions in the law in legal cases and in empirical research It then analyzes philosophical definitions of sexual harassment and a number of issues that have arisen in the law including the reasonable woman standard and whether same sex harassment should be considered sex discrimination Sure to spark intense discussion this book explains a complex notion in a lucid and engaging manner appropriate for anyone broadly curious about the notion of sexual harassment

Know Your Rights Jennifer C. Jaff, 2005-05

Know Your Rights Ronald M. Benrey, 2011-01-04 The first thing we do we kill all the lawyers Shakespeare may have had a point but the truth is from time to time we all could use a good attorney This survival guide wont replace legal counsel but by stating your rights plainly it can help with some pretty weighty matters including prenups breaking apartment leases immigration and workplace discrimination Ronald M Benrey helps solve basic legal quibbles at home at work and even on vacation He provides an understanding of central legal principles explains key vocabulary and helps readers to overcome familiar misconceptions

Sexual Harassment in Education and Work Settings Michele A. Paludi, Jennifer L. Martin, James E. Gruber, Susan Fineran, 2015-08-26 Addresses current legal and psychological issues involved in campus and workplace violence specifically sexual misconduct and offers best practices for organizations seeking to prevent and respond to sexual misconduct Based on an idea conceived at a conference for the International Coalition of Sexual Harassment this book offers up to date information about sexual harassment and other forms of sexual misconduct in academic and workplace settings as well as legal and guidance updates and best practices that discuss prevention methods The chapters are written by noted attorneys campus and workplace consultants and other scholars who

have assisted in collecting incident data and have thought leadership to offer Chapters address how workplaces and campuses respond to forms of violence as well as the impact of sexual harassment on individuals bystanders and organizations Readers will learn about topics such as the Not Alone initiative a result of President Obama s Task Force to Protect Students from Sexual Assault and the history of Titles VII and IX legislation the United States The editors have compiled resources that address the cultural and social views of sexual harassment the history of sexual misconduct on campuses and in organizations and sample organizations at the national level that deal with prevention advocacy and legal guidance for students and employees *Sexual Harassment* Joan Kennedy Taylor,2001-10 Does it really help women to think of sexual harassment primarily as a legal issue This text questions the assumption that women are passive victims and instead explores strategies for providing a balanced workplace and applies these strategies to a variety of workplaces

You Can't Say That! David E. Bernstein,2003 Argues that antidiscrimination legislation threatens to undermine American civil liberties by limiting freedom of expression including the free exercise of religion freedom of speech freedom of the press and the right to petition the government for redress of grievances **It's All of Our Business** J. Dan Rothwell,Michelle Waters,2023 It s All of Our Business Communicating in the Workplace is a brief inexpensive conversational and comprehensive text that balances practical skills and competence with scholarly insight The text will address several topics often ignored or given only glancing coverage in competing texts including connecting bids dialectics and conflict anger management difficult group members virtual groups cognitive dissonance persuasion power and culture **Monthly Catalog of United States Government Publications** ,1994 **Exploring the Dimensions of Human Sexuality** Jerrold S. Greenberg,Clint E. Bruess,Sara B. Oswalt,2016-02-16 Fully revised and updated with the latest data in the field the Sixth Edition of Exploring the Dimensions of Human Sexuality represents all aspects of human sexuality and explores how it affects personality development and decision making Using a student friendly interpersonal approach the text discusses contemporary concepts as well as controversial topics in a sensitive manner and covers the physiological biological psychological spiritual and cultural dimensions of human sexuality Exploring the Dimensions of Human Sexuality is an essential text for teaching sexuality and presents an integrated view of human sexuality that encourages students to pursue positive decisions sexual health and a lifetime of wellness *Women in Audio* Leslie Gaston-Bird,2019-12-06 Women in Audio features almost 100 profiles and stories of audio engineers who are women and have achieved success throughout the history of the trade Beginning with a historical view the book covers the achievements of women in various audio professions and then focuses on organizations that support and train women and girls in the industry What follows are eight chapters divided by discipline highlighting accomplished women in various audio fields radio sound for film and television music recording and electronic music hardware and software design acoustics live sound and sound for theater education audio for games virtual reality augmented reality and mixed reality as well as immersive sound Women in Audio is a valuable resource

for professionals educators and students looking to gain insight into the careers of trailblazing women in audio related fields and represents required reading for those looking to add diversity to their music technology programs *MeToo-Informed Therapy: Counseling Approaches for Men, Women, and Couples* David B. Wexler,Holly B. Sweet,2021-08-03 Help for both victims and offenders of sexual misconduct in the age of MeToo The rapid rise of the MeToo movement has created a seismic shift in how we work with sexual misconduct that occurs in relationships between men and women but the scope and impact of behaviors within that category is full of gray areas MeToo Informed Therapy guides therapists in finding effective ways to help men who offend empowering women to find their voices exploring ways for men to be allies in the MeToo movement and helping couples whose relationships can be enhanced by understanding MeToo issues Traditional male and female gender role norms are discussed in the context of how they might contribute to incidents of sexual misconduct Importantly the book also takes a look at how intersectional factors around race sexual orientation and socioeconomic status adds further complexity to these questions Here therapists will find the information and perspective they need to support their clients

Business Ethics and Diversity in the Modern Workplace Zgheib, Philippe W.,2014-11-30 Corporations have a social responsibility to assist in the overall well being of their communities through the compliance of moral business standards and practices However many societies still face serious issues related to unethical business practices Business Ethics and Diversity in the Modern Workplace investigates the ethical frameworks within modern corporations and their impact on the communities they serve With a focus on autonomous decision making in complex quandaries this book is an all inclusive reference source for students researchers practitioners and managers who are concerned with the various ethical dilemmas within businesses as well as evaluating moral issues impacting societal welfare Men's Intrusion, Women's Embodiment

Fiona Vera-Gray,2016-07-01 Research on violence against women tends to focus on topics such as sexual assault and intimate partner violence arguably to the detriment of investigating men s violence and intrusion in women s everyday lives The reality and possibility of the routine intrusions women experience from men in public space from unwanted comments to flashing following and frottage are frequently unaddressed in research as well as in theoretical and policy based responses to violence against women Often at their height during women s adolescence such practices are commonly dismissed as trivial relatively harmless expressions of free speech too subjective to be legislated against Based on original empirical research this book is the first of its kind to conduct a feminist phenomenological analysis of the experience for women of men s stranger intrusions in public spaces It suggests that intrusion from unknown men is a fundamental factor in how women understand and enact their embodied selfhood This book is essential reading for academics and students involved in the study of violence against women feminist philosophy applied sociology feminist criminology and gender studies I've Got Your Back Jorge Arteaga,Emily May,2022-05-10 From Jorge Arteaga and Emily May the cofounders of Right to Be I've Got Your Back is an accessible and engaging step by step instructional guide to safe and effective bystander intervention

Bystander intervention is simply overcoming that freeze instinct when you witness harassment and getting back to the very human desire to take care of one another. It's not about being the hero strapping on spandex and saving the day. And it certainly isn't about sacrificing your own safety. From the nonprofit organization Right to Be (formerly Hollaback!) I've Got Your Back teaches readers the ins and outs of bystander intervention using Right to Be's methodology: the 5Ds of bystander intervention: distract, delegate, document, delay, and direct. Each chapter of the book dives deeply into what these Ds can look like in practice, whether you are in public, online, or at work. The rise in interest in bystander intervention comes at a moment when trust in the institutions historically responsible for keeping us safe is crumbling. However, as trust in our systems falters, trust in our own agency and our own ability to create change is rising. Perhaps for the first time we see that our actions matter. Or at a minimum, we know our actions are the only thing we can truly control. We all have a role to play when it comes to ending hate and harassment in our communities. If you're new to these efforts, I've Got Your Back will give you the skills to get started. And if you've been doing this work for years, this book will provide you with the language to mentor others just beginning their journey.

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