PREVENTING SEXUAL HARASSMENT

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Biomedical Informatics and Medical Education
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Preventing Sex Discrimination & Sexual Harassment in the Work Environment
Scenario 1: Harry & Sally

Sally, a program coordinator, reports to Harry, an Associate Director. When Sally first started with the department, Harry invited her out for drinks after work with some other coworkers. She declined, saying she already had plans. Later, Harry “friended” her on Facebook. She accepted. He sent her messages via Facebook asking about her personal life, including whether she was dating anyone, which she responded to, but avoided answering the question about her dating life. Harry occasionally stops by Sally’s office to chat about both work and non-work topics. Several months after hiring Sally, Harry began discussing with Sally complaints he received from internal clients about Sally’s performance (missed deadlines, errors in her work), and in several 1:1 meetings he expressed frustration with these issues reoccurring even after he had coached Sally about them. At times during these meetings, Harry used an elevated voice describing the performance issues. After one meeting, Sally complains to HR stating Harry is “hostile” towards her in their meetings. She says he has pursued her romantically which feels like harassment and his behavior is retaliation for not responding to his romantic advances.
Questions

1. Do any of Harry’s actions constitute harassment under EO 31?

2. Is Harry’s performance feedback to Sally retaliation under EO 31?

3. If Harry’s actions are not found to be harassment or retaliation, are they problematic in other ways?

4. If so, how should Harry’s behavior be addressed?
Executive Order 31

No Discrimination - No Harassment - No Retaliation

“…regardless of whether the conduct rises to the level of unlawful discrimination, harassment or retaliation”

Right of individuals to report a concern, and responsibility to participate in an investigation

Affirmative Action – equality of opportunity

Access for individuals with disabilities (ADA), reasonable accommodation
Section 25-71 Faculty Standard of Conduct

Allegations against a member of the faculty that are related to EO 31 are referred to UCIRO

– Discrimination
– Harassment or sexual harassment
– Retaliation

_University Complaint Investigation and Resolution Office_
Section 24-50 Conflict of Interest

- Faculty and student relationships
- Conflict of interest resulting from romantic or sexual relationships
- Power to influence a student’s academic or professional progress
- Can lead to unwelcome, hostile academic environment
Scenario 2: Pat & Kerry

What would you do?

Pat is a supervisor in a different department than Kerry. They both attend the same work-related party (after work hours) where many of their colleagues are present.

During the event, Pat hugs Kerry while kissing them on the cheek. This action is witnessed by many coworkers in attendance.
Questions

1. What, if anything, should Kerry do?
2. What, if anything, should those who witnessed the interaction do?
3. Suppose one of the witnesses reports the incident to Kerry’s supervisor. What responsibilities, if any, does Kerry’s supervisor have?
4. What if Kerry initially told their supervisor they were ok with the interaction and didn’t want any follow-up, but then Kerry approaches their supervisor a few weeks later stating that after thinking about it, they are uncomfortable Pat’s actions. What should the supervisor do?
Key Takeaways

- The perspective of the receiver is our guide
- Supervisors have extra responsibility
- Bystanders have a key responsibility too
- Don’t wait for “formal complaints”
# Complaint Reporting Options
If you have experienced or are aware of sexual harassment

<table>
<thead>
<tr>
<th>Person with Concern</th>
<th>Reporting Options</th>
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| Staff (Professional Staff, Classified, Temporary, Student Employees) | • Dept HR / Management  
• UW HR                                            |
| Faculty, Librarians, Academic Staff        | • Dept HR / Chair  
• Academic HR                                        |
| Student                                   | • Dept HR / Management  
• Title IX Investigation Office  
  titleix@uw.edu or 206-616-9713                |
| Anyone at UW                              | • SafeCampus 206-685-SAFE (7233)  
• UWPD confidential advocate  
  uwpdadvocate@uw.edu  
  206-543-9337  
• UCIRO                                        |
Title IX Training Videos:

**UW’s Title IX office, and link to Videos:**

Video: Responding to individuals impacted by sexual misconduct

Video: Preventing sex discrimination and sexual harassment in academic programs
Contact Information

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UW’s Title IX office, and link to Video: