

Respectful Environment



Respect, Diversity & Inclusion
Eliminate Harassment in Your Lodge



Objectives:

- Understanding what is sexual harassment.
- Understand effects of sexual harassment in members, guests, volunteers & employee morale.
- Costs of harassment and discrimination.
- Ways to be proactive.

What is Sexual Harassment?

“Sexual Harassment” refers to behavior of a sexual nature which is unwelcome & personally offensive to its recipients.

“Sexual Harassment” is a form of employee/employer misconduct which is demeaning to another person & undermines the integrity of the employment relationship.

Irrelevant whether or not conduct is motivated by sexual desire.

Are members of different sexes treated differently?



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Intent vs. Impact

Knowing if your comments or actions are unwanted/unwelcome. Ask yourself these questions:

- ✓ Is there equal power between me & the person I am interacting with?
- ✓ Is there equal initiation & participation between me and the person I'm interacting with?
- ✓ Would I behave the same way if the person I care about were standing next to me?
- ✓ Would I want someone else to act this way toward a person that I care about?
- ✓ Would I want any of those behaviors appear in the newspaper or evening news?
- ✓ Have I examined & acknowledge my sex-role stereotypes?

Hostile Work Environment Examples:

Any Physical, Verbal or Visual Conduct of a sexual nature including:

- ❖ Menacing Gestures
- ❖ Loud or Threatening Behavior
- ❖ Intimidation – Threats
- ❖ Swearing – Profanity
- ❖ Sexual Advances
- ❖ Requests for sexual favors
- ❖ Graphic Sexual Comments
- ❖ Sexual Posters, Cartoons, Screen Savers



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Harassment is a form of discrimination

- May not be sexual in nature.
- Unwelcome conduct.
- Any conduct that is so severe and pervasive, it alters the individual's employment conditions & creates a hostile work environment.

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Who Can Commit Harassment?

- Supervisors
- Volunteers
- Co-workers
- Members/Guest
- Same-sex

Who Can Experience?

- Direct targets of harassment
- Bystanders or witnesses to harassment

Reasonable Person Standard

Used by the EEOC & the US Supreme Court to determine if an action is objectionable

- “An act is harassment if a reasonable person would consider it so”
- Some courts have used a “reasonable person” standard as a way of indicating that the victim’s perspective should be considered in evaluating whether sexual harassment has occurred.



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Test Your Knowledge- What would you do?

- A supervisor tells his/her employee, “You should dress more appropriately.”
 - The Board doesn’t need to investigate if an employee complains that a supervisor/co-worker texted offensive photos to their personal device outside of work hours.
 - “You should wear tighter clothes to get good tips.”
 - Management may need to tell an individual if his or her physical gestures, such as tight hugging and shoulder massages, are making others uncomfortable. True or False?
- Not Harassment.
 - The board must investigate the complaint.
 - Harassment.
 - True.

Test Your Knowledge- What would you do?

- An employee complains to the Board that a board member harassed her/him. Should the employee get fired?
- An older employee was fired and replaced with a younger employee.
- Investigate the allegations.
- Discrimination

DON'T

- Ignore a complaint or problem.
- Deviate from your own policy.
- Discuss with the harasser over coffee.
- Put the complainant & the harasser in a room to sort it out.
- Punish or retaliate against the complainant.
- Incomplete investigations. Or passing investigation to someone else.
- “Oh, that’s just Joe.”



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Costs of Harassment

- Legal Costs (Attorney Fees, Fines, Penalties or large settlement)
- Anger, humiliation and low lodge morale.
- Reduced loyalty to the Lodge and its mission.
- Decrease in membership.

Be Proactive

- Include a Sexual Harassment Policy in your Employee Manual.
- Post Sexual Harassment Policy.
- Ensure that your Officers, Supervisors & Employees are trained.
- Discuss Policy during new employee orientation.
- Employee Discipline for Violation of Policy.
- Complete a timely investigation of any alleged Sexual Harassment. Ignoring it will cost you in the end!



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It's as simple as respect for others.

Do your part in promoting respect, diversity & inclusion in your Lodge.