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?
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
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.
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.
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.”
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!
It’s as simple as respect for others.

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