

#MeToo: Continuing the Conversation About Sexual Harassment

A Facilitated Discussion

Who are we?



Sarah Skrobis
Director
Staunton Public Library



Kayla Payne
Technology Services Librarian
Staunton Public Library

Recap:

What constitutes harassment?

Title VII of the Civil Rights Act of 1964

“Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.”

- Quid pro quo
 - OR –
- Hostile environment

Hostile Work Environment

Inappropriate Behavior

- repeated compliments of an employee's appearance
- commenting on the attractiveness of others in front of an employee
- discussing one's sex life in front of an employee
- asking an employee about his or her sex life
- circulating nude photos or photos of women in bikinis or shirtless men in the workplace
- making sexual jokes
- sending sexually suggestive text messages or emails
- leaving unwanted gifts of a sexual or romantic nature
- spreading sexual rumors about an employee, or
- repeated hugs or other unwanted touching (such as a hand on an employee's back).

What EEOC says about Third Party Harassment

“The employer will be liable for harassment by non-supervisory employees or non-employees over whom it has control (e.g., independent contractors or customers on the premises), if it knew, or should have known about the harassment and failed to take prompt and appropriate corrective action.”

Recap Tool: Scripts

- *American Libraries* sample scripts
- Post them
- Practice them

McLain and her colleague Amanda Civitello, marketing and communications manager, have some suggestions:

- "That comment/behavior is inappropriate."
 - "Your comment/behavior makes me uncomfortable."
 - "I am happy to answer questions about the library, but I will not answer questions about my personal life."
 - "Calling me sweetheart/honey/baby is demeaning to me as a professional. Please do not call me that again."
 - "My marital status/appearance/personal life has no bearing on my ability to assist you in the library."
 - "If this behavior continues, I will have someone else finish assisting you."
 - "If this behavior continues, I will ask you to leave the library."
- More resources are available at waukeganpl.org/alaac17. ●

Recap Tool: Documentation

- Behavior Policy or Code of Conduct
- Behavior Log
- Document, Document, Document

196	SAS	Saturday, December 16, 2017	10:20 AM	1st Floor	Patron came up and told me I my hair looked good and that I looked sexy today. Got irate when I told him that was not appropriate and that I was ignorant for not taking a compliment.	I told him that was inappropriate to say, that I was at work, and that it made me uncomfortable. I believe this patron habitually makes some staff members uncomfortable. If it happens, flag down a supervisor. Ask him to leave. If he will not, we can
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Questions:

**Since last year, what has
worked for you?**

Any success stories?

What's worked?

- Scripts
- Using direct language

Questions:

What have you learned?

What would you do better?

Regular Training

- Don't assume a one-time discussion will suffice
- Include in orientation/on-boarding
- Incorporate into regular conversations with staff

Know the Code

§ 18.2-387.1. Obscene sexual display; penalty.

Any person who, while in any public place where others are present, intending that he be seen by others, intentionally and obscenely as defined in § 18.2-372, engages in actual or explicitly simulated acts of masturbation, is guilty of a Class 1 misdemeanor.

2005, c. 422.

Question:

What do you do when you're a solo employee?

Question:
**How do we support each
other?**

Bystander Intervention

- Distract
- Confront
- Check-in



Dropbox of resources:

<https://www.tinyurl.com/vlametoo2019>

Thank you!



Sarah Skrobis
skrobissa@ci.staunton.va.us



Kayla Payne
paynekm@ci.staunton.va.us