

# AVĒSIS

*A National Vision & Dental Company*



## Sexual Harassment Training

# Sexual Harassment Defined



- ❧ Any unwelcome sexual advances, request for sexual favors, or verbal/physical conduct of a sexual nature
- ❧ Submission to or rejection of 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

Equal Employment Opportunity Commission

# What is Sexual Harassment?



✧ According to the United States Supreme Court, there are two types of sexual harassment

✧ Quid Pro Quo

✧ “This for that”

✧ Hostile Environment

# Quid Pro Quo



- ❧ Your supervisor tells you that you must be sexually cooperative with him/her or be fired
  - ❧ You are fired for not submitting to his/her advances
- ❧ In other words, “PUT OUT OR GET OUT!”
- ❧ This can only be done by someone who can make or influence employment actions such as firing, demotion or denial of a promotion.

# Hostile Environment



- ❧ Gender-based, unwelcomed conduct of supervisors, co-workers, customers, vendors or anyone else that you interact with on the job.
- ❧ Behaviors contributing to a hostile environment
  - ❧ Unnecessary touching
  - ❧ Using crude and/or offensive language
  - ❧ Telling off color jokes
  - ❧ Discussing sexual activities
  - ❧ Using indecent gestures
  - ❧ Commenting on physical attributes
  - ❧ Engaging in hostile physical conduct
  - ❧ Unfulfilled threats to impose a sexual quid pro quo
  - ❧ Sabotaging the victim's work
  - ❧ Displaying sexually suggestive pictures

# Unwelcomed Conduct



- ❧ If you don't initiate it
- ❧ If you regard the action or comment as offensive
- ❧ When the comment is so crude or offensive there is no question that it is unwelcome
  - ❧ "Hey Babe, Come here and give me some of that!"

# Assess yourself



- ❧ Ask your self the following questions:
  - ❧ Is the verbal or physical behavior of a sexual nature?
  - ❧ Is this conduct offensive to anyone witnessing it?
  - ❧ Is the behavior being initiated by someone who has hiring, firing, promotion or demotion power over you?
  - ❧ Do you feel you have to tolerate the conduct in order to keep your job?
  - ❧ Does this conduct make your job unpleasant?

# Assess yourself



- ❧ If you answered “YES” to any of the previous questions...
  - ❧ PUT A STOP TO THE BEHAVIOR
  - ❧ Report the behavior immediately
  - ❧ DO NOT flirt with your harasser
  - ❧ DO NOT invite your harasser out to lunch, dinner or a party



# Company Policy



- ❧ Sexual harassment is strictly prohibited
  - ❧ Sexual harassment by anyone will not be tolerated
    - ❧ NOT by management
    - ❧ NOT by supervisors
    - ❧ NOT by co-workers
- ❧ Penalties
  - ❧ Disciplinary Action
  - ❧ Suspension
  - ❧ Official reprimand
  - ❧ Termination

# If you are a victim...



- ❧ Immediately report the incident
  - ❧ Report it to either your immediate supervisor, department manager or human resources
- ❧ What happens next...
  - ❧ Regardless of how is accused – company officer, supervisor, manager, vendor or co-worker
    - ❧ The situation will be fully investigated
    - ❧ The person accused will be given an opportunity to explain what has happened
    - ❧ A determination will be made
    - ❧ Appropriate action will be taken

# REMEMBER...



- ❧ The company takes allegations of sexual harassment very seriously
- ❧ DO NOT make false allegations
  - ❧ Any person who knowingly brings frivolous, false or malicious charges against fellow co-workers, supervisors, management, vendors or clients will be terminated
- ❧ Avesis is a wonderful place to work – together we can keep it that way!!!