

PREVENTION TOWN HALL



Advancing primary prevention of sexual and domestic violence in the era of #MeToo and #TimesUp

 **PreventConnect**

A NATIONAL PROJECT OF CALCASA

The web conference will begin soon!

PreventConnect
1215 K Street
Suite 1850
Sacramento CA
95814

Website: preventconnect.org

Email: info@preventconnect.org

Email Group:

preventconnect.org/email-group

eLearning: learn.preventconnect.org

Wiki: wiki.preventconnect.org



preventconnect.org/Facebook

preventconnect.org/Twitter

preventconnect.org/Flickr

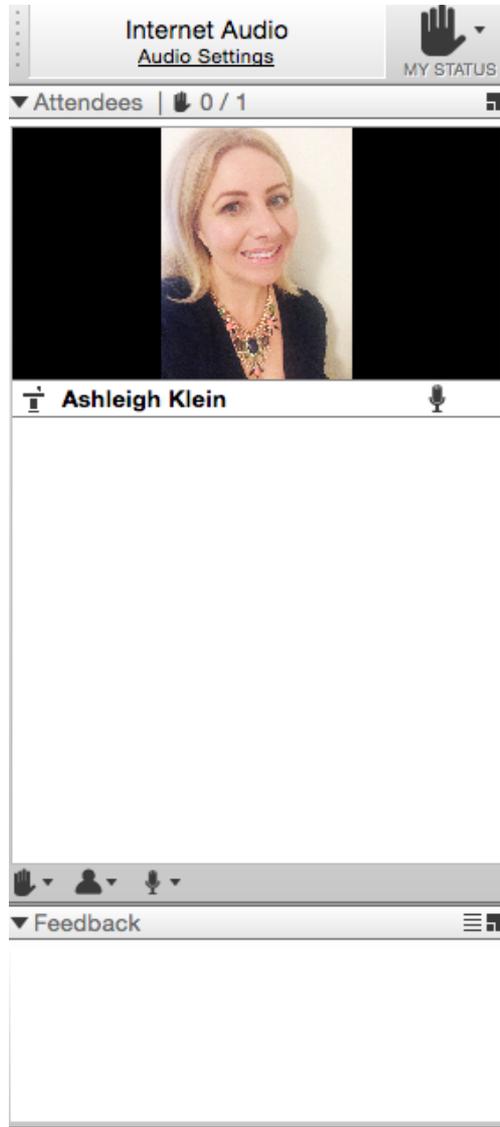
preventconnect.org/YouTube

preventconnect.org/LinkedIn

preventconnect.org/Pinterest



How to use this technology



- Raise hand
- Text chat & private chat
- PowerPoint slides
- Polling questions
- Phone
- Closed captioning
- Web conference guidelines



Please send a private chat message for help.

Call iLinc Technical Support at 800.799.4510.



PreventConnect

- Domestic violence/intimate partner violence
- Sexual violence
- Violence across the lifespan, including child sexual abuse
- Prevent before violence starts
- Connect to other forms of violence & oppression
- Connect to other prevention practitioners





PREVENTION TOWN HALL



Advancing primary prevention of sexual and domestic violence in the era of #MeToo and #TimesUp

March 13, 2018

11am-12:30pm PT; 2pm-3:30pm ET

PreventConnect is a national project of the California Coalition Against Sexual Assault sponsored by U.S. Centers for Disease Control and Prevention. The views and information provided in this web conferences do not necessarily represent the official views of the U.S. government, CDC or CALCASA.

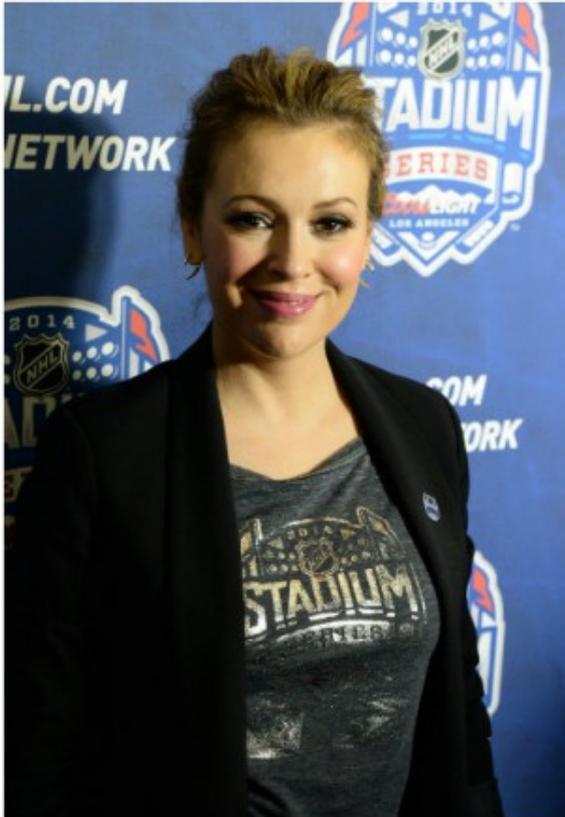
Objectives

- Explore how the national dialogue around sexual harassment and assault has impacted prevention work
- Identify new voices and sectors to partner with to advance sexual and domestic violence prevention
- Engage in a candid discussion on moving people to action

#MeToo: 2006



#MeToo: 2017



Alyssa Milano ✓

@Alyssa_Milano

Follow

If you've been sexually harassed or assaulted write 'me too' as a reply to this tweet.

Me too.

Suggested by a friend: "If all the women who have been sexually harassed or assaulted wrote 'Me too.' as a status, we might give people a sense of the magnitude of the problem."

Person *of the Year* TIME

THE
SILENCE
BREAKERS

THE VOICES
THAT LAUNCHED
A MOVEMENT



2018: #TimesUp

**TIME'S
UP**

TIME'S UP on silence.

TIME'S UP on waiting.

TIME'S UP on tolerating
discrimination, harassment
and abuse.

#TIMESUP





“So I want all the girls watching here and now to know that ***a new day is on the horizon!***”

And when that new day finally dawns, it will be because of a lot of magnificent women, many of whom are right here in this room tonight, and some pretty phenomenal men, fighting hard to make sure that they become the leaders who ***take us to the time when nobody ever has to say 'Me Too' again.***”

Oprah Winfrey, January 7, 2018



How to prevent sexual harassment and violence before it happens



BY LISA FUJIE PARKS AND DAVID S. LEE

Special to The Bee



November 02, 2017 05:00 AM

Updated November 02, 2017 10:12 PM

<http://www.sacbee.com/opinion/california-forum/article182173646.html>



Preventing future incidents of sexual violence, while maintaining and improving services, would

REDUCE COSTS

to victims, governments and society.

[READ THE FULL REPORT](#)

CALCASA
CALIFORNIA COALITION
AGAINST SEXUAL ABUSE



How we all together can build a future free from sexual harassment

By Alisha Somji and Sarah Mittermaier | December 7, 2017 | Updated: December 7, 2017 6:25pm

<https://www.sfchronicle.com/opinion/openforum/article/How-we-all-together-can-build-a-future-from-12414346.php>



**This is a critical opportunity
to create lasting, systemic
change... #MeToo**



www.raliance.org

https://www.huffingtonpost.com/entry/its-a-critical-time-to-support-survivors-of-sexual_us_5a2046c6e4b02edd56c6d7ae



#MeToo, Now What?

Premieres Friday
Feb 2 at 8:30/7:30c

#MeTooOnPBS



<http://www.pbs.org/show/metoo-now-what>



The Facts Behind the

#metoo

Movement:

A National Study on Sexual
Harassment and Assault

February 2018

[http://
www.preventconnect.org/
2018/02/a-national-study-
on-sexual-harassment-and-
assault/](http://www.preventconnect.org/2018/02/a-national-study-on-sexual-harassment-and-assault/)

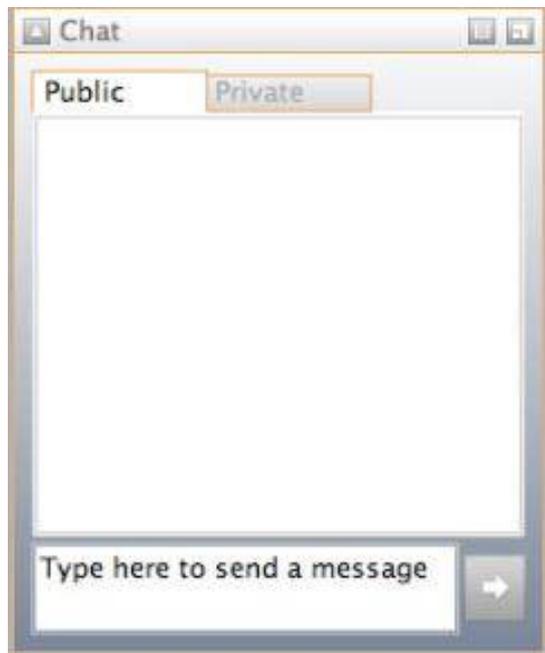
STOP! STREET
HARRASSMENT

RALIANCE

+ GEH
GENDER EQUITY HEALTH

PC
PreventConnect

Text Chat



How has #MeToo
and #TimesUp
impacted your work
to prevent sexual
and domestic
violence?

#MeToo, #TimesUp, and Prevention

YOU TAKE THE STAGE

We're looking for people to share how they are advancing prevention work.

APPLY BY
FEBRUARY 16







Natalie Saing
Ending Gender-Based Violence Coordinator
New Mexico Asian Family Center
New Mexico

Prevention Work

Tea Talks

- Asian men's group centered on unpacking masculinity
- Monthly meetings
- Centered on providing tea
- Next meeting will be a hike!
- Pivoting focus to more first generation Asian American men

Resting Circles

- Asian women's group for survivors – intentional space for bodywork, breath work, journaling
- Weekly meeting in the open space at our office
- Elements of each session include joy, laughter, community, resting, and healing

Influence of #MeToo & #TimesUp

Tea Talks

- Discussions of Aziz Ansari allegations led to nuanced understanding of affirmative consent, Asian masculinity, media visibility

Resting Circles

- Demographic of #MeToo is different than our clients (language access, culture, immigration status, race)
- Affect remains to be seen in our communities – resistance has taken place long before #MeToo

In the Future

Tea Talks

- Building capacity in participants to be messengers in their own communities
- Data collection led by boys and men of color to inform research

Resting Circles

- Survivor-led, survivor-instructed
- May take up different forms of healing such as poetry, storytelling, and cooking



chrysalis
network

creating space for
positive personal
+ cultural change

Juliette Grimmett
Founder
Chrysalis Network
North Carolina





UNC
GILLINGS SCHOOL OF
GLOBAL PUBLIC HEALTH



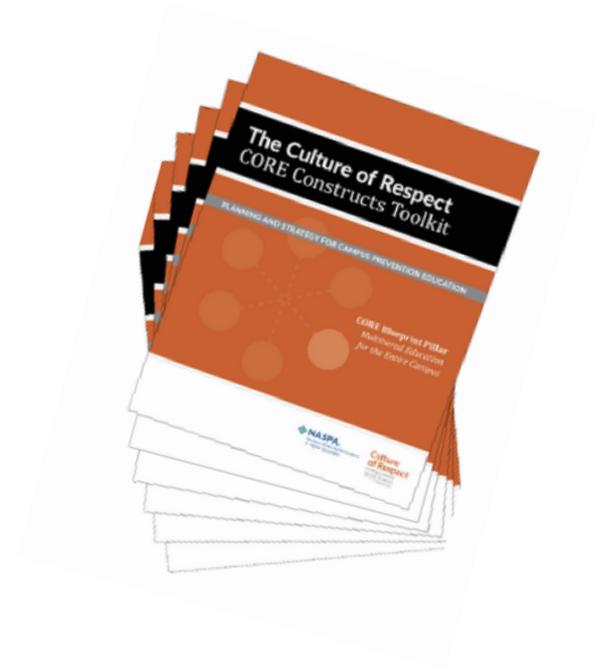
chrysalis
network

creating space for
positive personal
+ cultural change

www.chrysalisnetwork.com

Multilevel Prevention Work

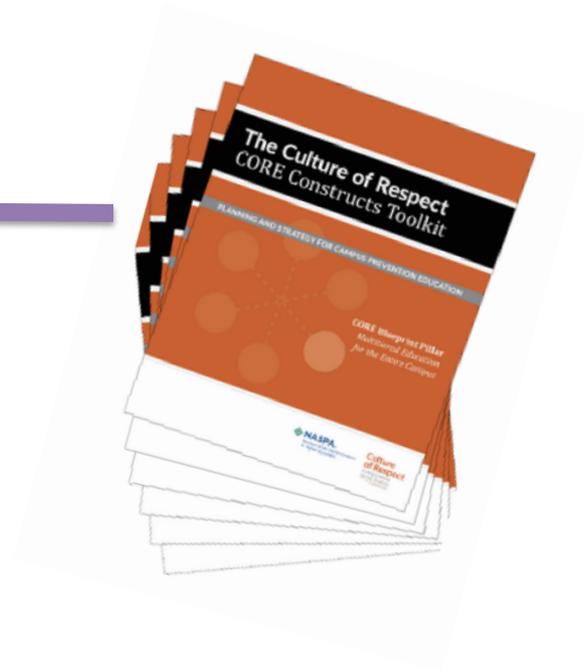
Multilevel Prevention Work



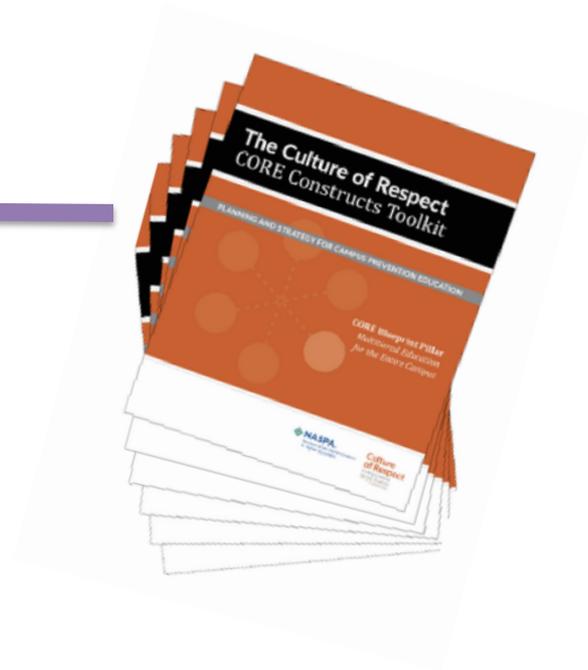
Multilevel Prevention Work



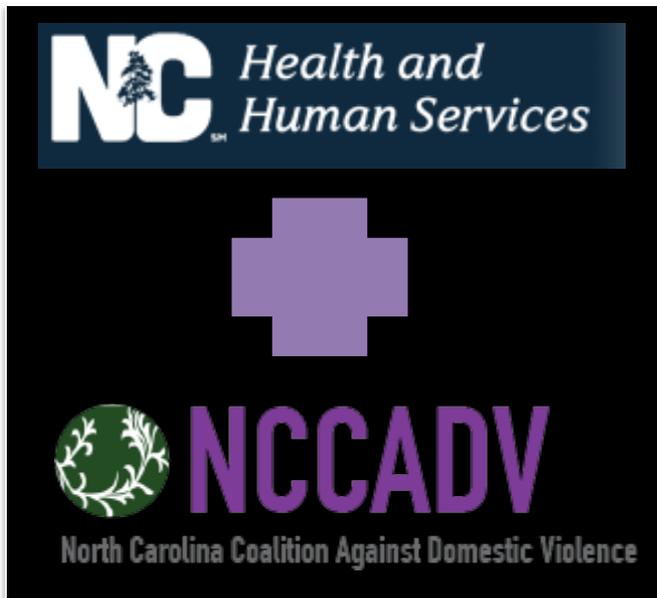
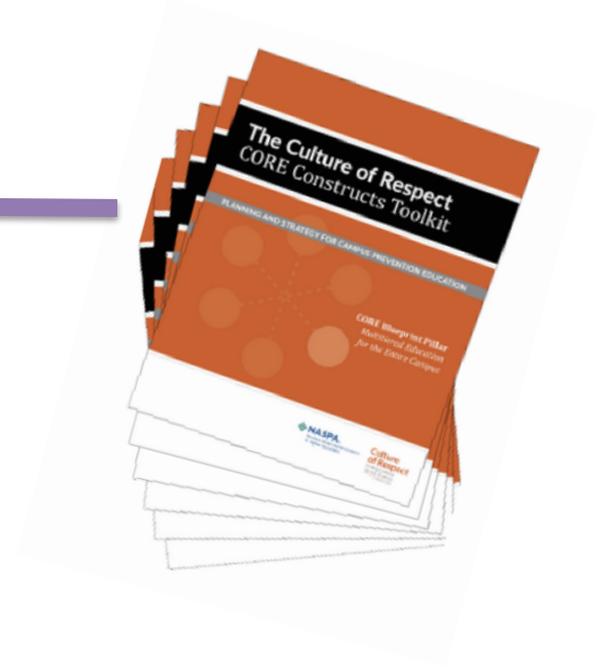
Multilevel Prevention Work



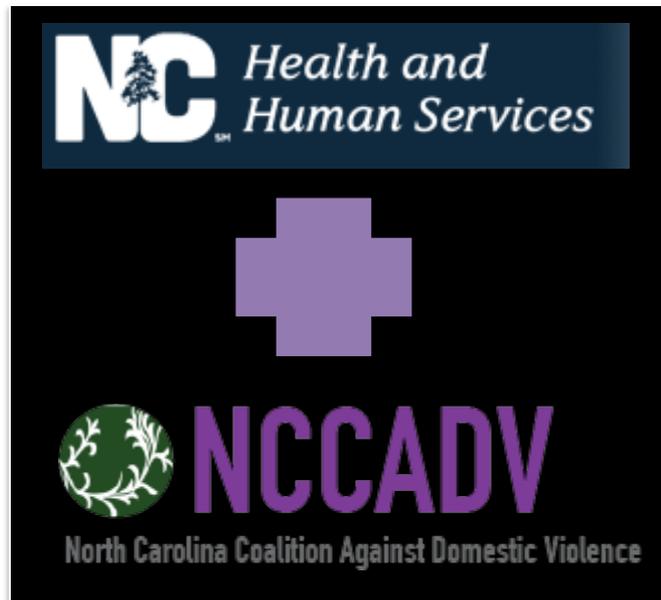
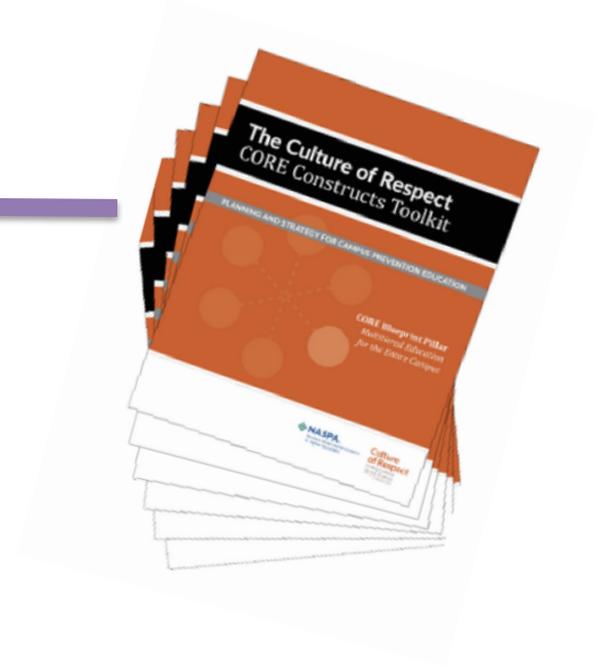
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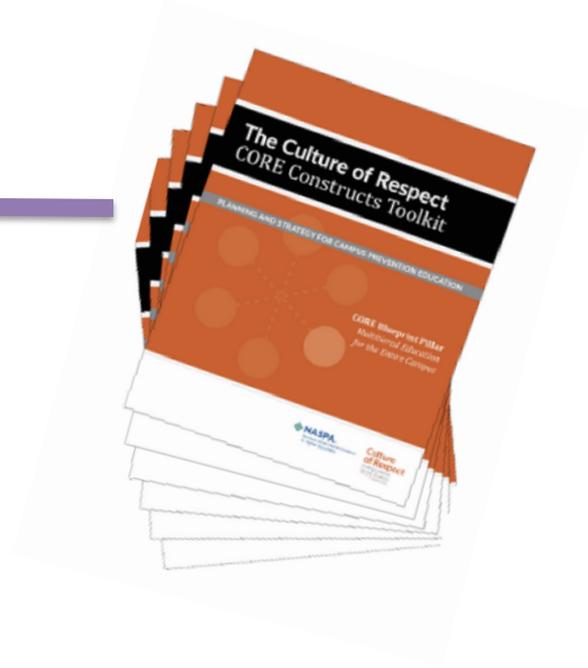
Multilevel Prevention Work



Multilevel Prevention Work



Multilevel Prevention Work



NC Health and Human Services

NCCADV
North Carolina Coalition Against Domestic Violence

ANNUAL CONFERENCE

Solving the Campus Sexual Assault & Dating Violence Puzzle:
PROMOTING A CULTURE OF CONSENT AND SUPPORTING ALL STUDENTS IN AN ERA OF UNCERTAINTY

December 11 & 12, 2017
NC State University | Raleigh, NC

www.chrysalisnetwork.com

Influence of #MeToo

Influence of #MeToo

1) CONTENT SHIFT

Influence of #MeToo

1) CONTENT SHIFT



**NO GREY
AREAS**

**The Aziz Ansari Allegation Has People
Talking About 'Affirmative Consent.' What's
That?**



Influence of #MeToo

- 1) CONTENT SHIFT
- 2) RELATIONSHIPS



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Influence of #MeToo

- 1) CONTENT SHIFT
- 2) RELATIONSHIPS
- 3) HOLISTIC



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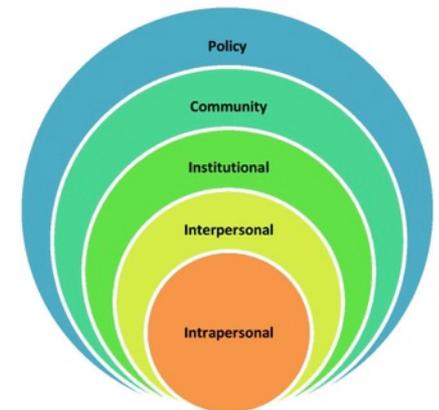
Influence of #MeToo

- 1) CONTENT SHIFT
- 2) RELATIONSHIPS
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Influence of #MeToo

- 1) CONTENT SHIFT
- 2) RELATIONSHIPS
- 3) HOLISTIC
- 4) INTERSECTIONALITY



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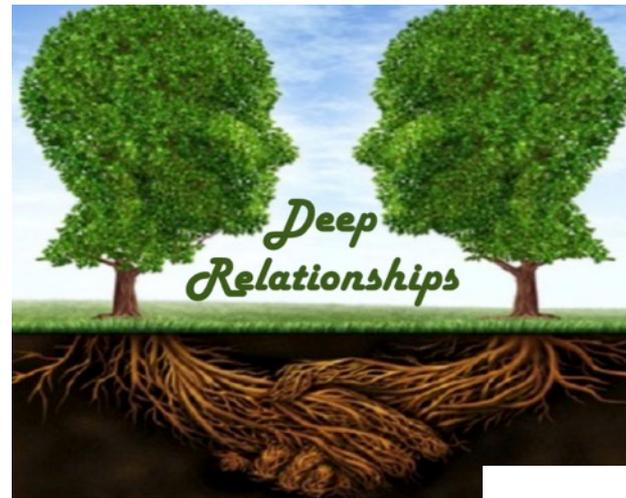
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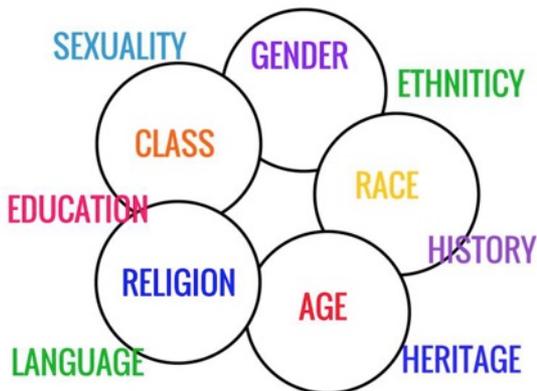


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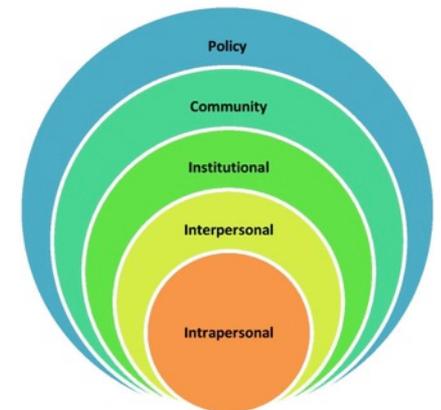
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INTERSECTIONALITY



"overlapping or intersecting social identities and related systems of oppression, domination, or discrimination."



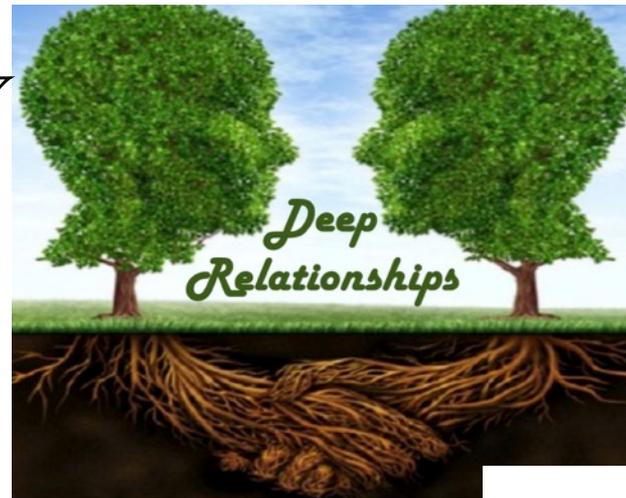
Influence of #MeToo

- 1) CONTENT SHIFT
- 2) RELATIONSHIPS
- 3) HOLISTIC
- 4) INTERSECTIONALITY
- 5) SENSE OF IMMEDIACY

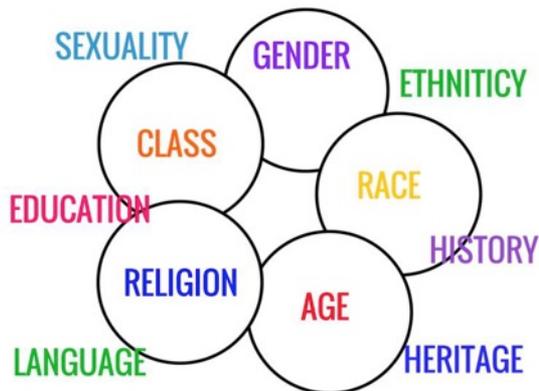


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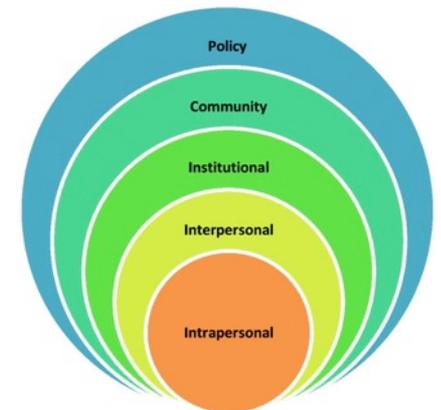
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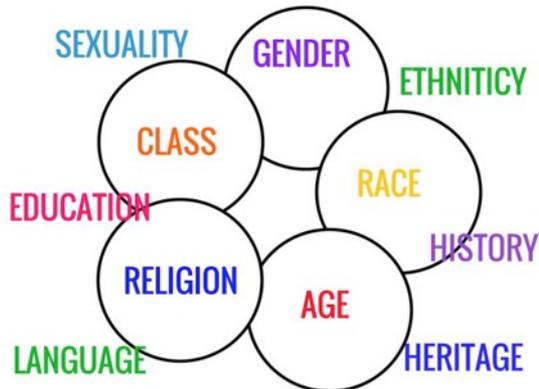


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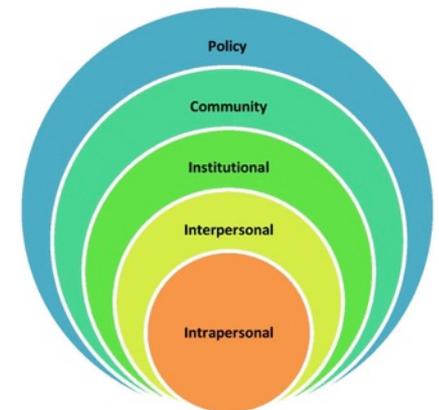
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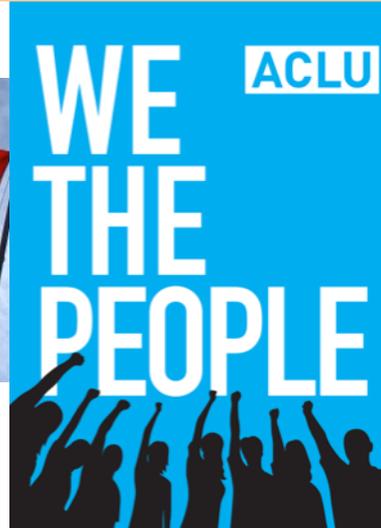


Where I Hope the Work Goes



Moving From *Have To* to *Want To*

**BLACK
LIVES
MATTER**



#METOO
#METOO
#METOO
#METOO



EPHC
El Programa Hispano Católico
Cultura • Comunidad • Oportunidad

Marsela Rojas
Sexual Assault Advocate & Prevention Coordinator
El Programa Hispano Catolico, Project UNICA
Oregon



Prevencion de Agresion Sexual (Pas)

- SUN Program
- Latinx youth
- Bilingual + bicultural
- Culturally specific + anti-oppressive frameworks
- Community events + field trips



Yo soy **Melanie**. Yo soy **mexicana-
americana**. Yo soy hija de padres
Mexicanos

Yo vengo de **portland**
Oregon. Pero yo tengo raíces
(**Mexicanas**)

#MeToo & #TimesUp

- Tarana Burke + Black feminism
- Celebrity status and co-option
- What does solidarity look like between black and brown communities?



Hope for the Future

- Policy change
- Trauma-informed schools
- Youth-centered activism and leadership
- Support ALL youth and challenge respectability politics (Black Lives Matter youth and youth organizing against gun violence)



Text Chat



How have you been able to move towards community-level solutions to prevent sexual and domestic violence?

A portrait of Haleigh Harold, a woman with long blonde hair, smiling, wearing a dark green top, against a brick wall background.

MOCOSA

Metropolitan Organization to Counter Sexual Assault

Haleigh Harold
Coordinator of Prevention
Metropolitan Organization to Counter Sexual Assault
Missouri

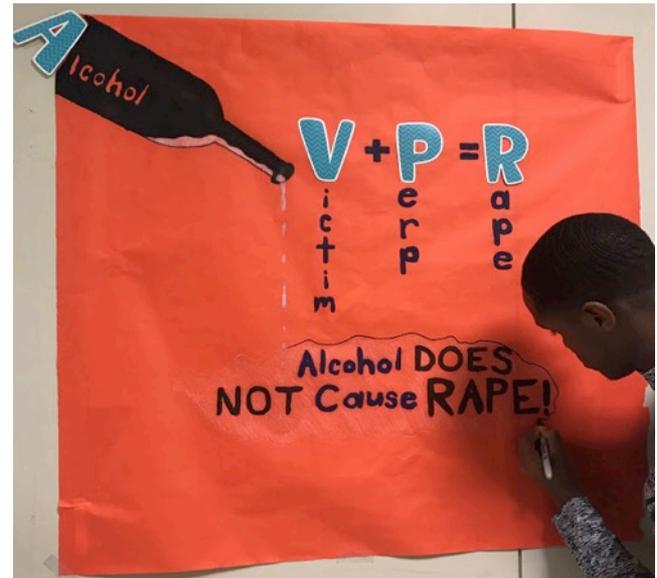
MOCSA Prevention

Middle School

- Green Dot Middle School program
- MOCSA Strength Clubs
- Leadership Summit

High School

- Agent of Change
- Prevention Project
 - Design, budget, pitch, implement, evaluate



#MeToo & #TimesUp

- We felt the shift coming
- Increased support and demand
- Proactive parents
- Increased credibility

Youth
VOICES

Pushing Forward

- Increase funding for prevention
- Reach more students



Pushing Forward

Agent of Change Evaluation

97% care about how their actions might affect others.

100% know what to do if sexual violence happens to themselves or someone they know.

100% know at least one thing to do to prevent or reduce the risk of sexual violence.

100% feel better prepared to lead sexual violence prevention efforts.

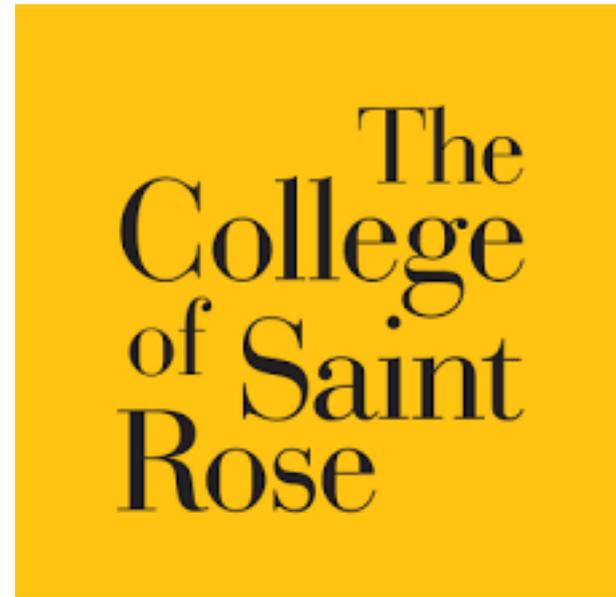
HIGH SCHOOL



Snapchat

**1572
VIEWS**

90% of responses were supportive of survivors.



Amanda M. Bastiani
Associate Director of Violence Prevention
The College of Saint Rose
New York



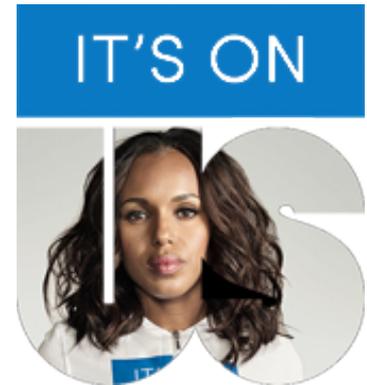
HOME. OF KEEPING OUR COMMUNITY SAFE.



Social Media for Cultural Change



Social Media for Cultural Change



TIME'S UP
I WILL NOT BE SILENT
**LET'S BE CLEAR
THE SILENCE
ENDS HERE**



NO MORE



Moving Forward

- Re-education program
 - Education sanctions for misconduct charges
 - Responding to culture, risky behaviors, targeted training
- Escalation workshop
 - Film-based workshop with guided discussion on recognizing abusive behaviors
 - Completed training for all residence life staff, student athletes, coaches, and staff 2017-2018, with plans to expand in 2018-19
- Increase prevention education programming
 - Healthy masculinity/gender norms, middle/high school students, international students and minority groups, victim-centered/trauma-informed student and employee training, sexual harassment in the workplace training for student internships, technology and media influence





Ariella Neckritz
Prevention Programs Manager
Jewish Women International
Washington, DC.



Prevention Approach

Change the Culture is a **multi-faceted** holistic program that promotes the **health** and **well-being** of students through an exploration of **rape culture** with the goal of **changing attitudes, supporting survivors, empowering women, and engaging men as allies.**

- Culturally competent
- Multi-faceted
- Customizable
- Student Centered
- Addressing Root Causes
- Engaging Men and Boys



Partners

- **National Greek Life Organizations**
 - Zeta Beta Tau
 - Sigma Delta Tau
- **Faith Communities**
 - Campus Hillels
 - Youth Groups
 - Schools
 - Domestic Violence Organizations
 - Location Specific Religious Communities



Impact of #MeToo and #TimesUp

- Increased demand for prevention programming
- Greater awareness of sexual assault and harassment
- Heightened worry and defensiveness from men
- More survivors coming forward and sharing their stories
- Further discussion of community complicity and accountability

Vision

- **Co-create** programming with youth
- Promote **healthy masculinity**
- Uplift positive norms
- Focus on **modeling** and **centering respectful behaviors** and **attitudes**
- Identify more community access points
- Increase **culturally competent** prevention resources





DeeAnn Alcantara-Thompson
Transformative Justice & Prevention Coordinator
Coalition Ending Gender-Based Violence
Washington



What's Possible...



Famous feminist men and their friends breaking my

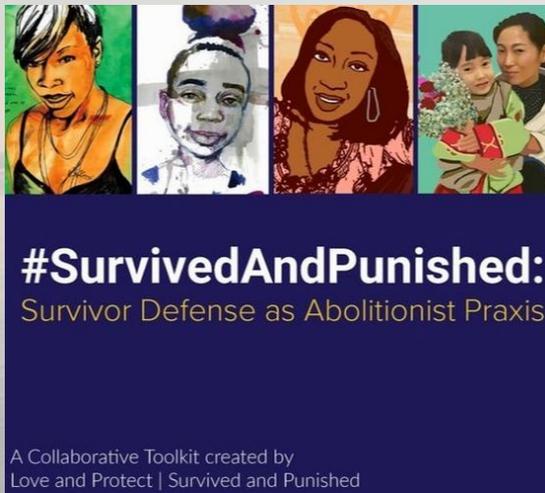
- Louis CK & Sarah Silverman
- Aziz Ansari & Lena Waithe

Building Skills

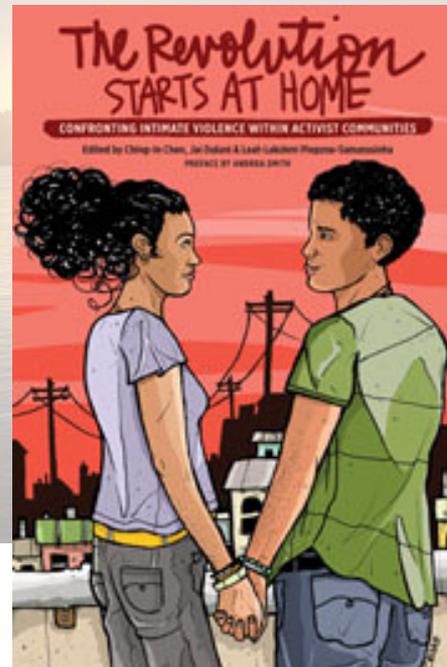
- Really commit to people, even people that cause harm...
- Accountability
- Boundaries

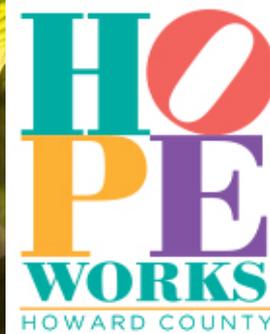
Building Skills

- Nwnetwork.org Relationship Skills Class
- APIchaya.org Transformative Justice and Community Organizing work
- Creative-Interventions.org



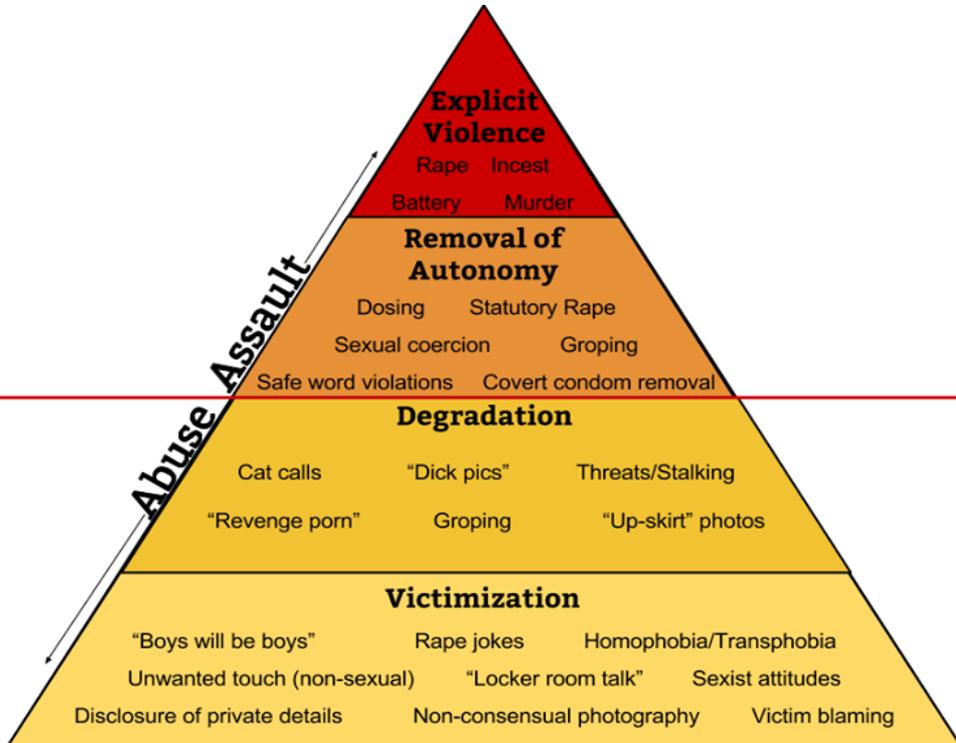
[http://
www.survivedandpunished.org/sp-toolkit.html](http://www.survivedandpunished.org/sp-toolkit.html)





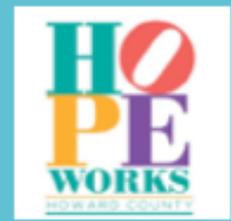
Brittany Eltringham
Community Engagement Coordinator
HopeWorks
Maryland





Our focus:

CULTURE CHANGE



This is Rape Culture.

These are not isolated incidents. The attitudes and actions on the bottom tiers reinforce and excuse those on the upper. This is systematic.

**If this is to change, the culture must change.
Start the conversation today.**





Aziz Ansari at the 2018 Golden
Globe Awards wearing a
#TimesUp pin



Podcast available on PodBean

**Only “Bad”
Men Rape**

**“Good” Men
Don’t Rape**

We focus on NORMALIZATION, or what is considered normal, and move from that place

- Either/Or thinking does not serve us..Binaries do not serve us...
- Our impact is greatest when we move from the extremes, to every thing and every one, that exists in between
- Both/And





Rus Funk
Consultant/Activist
Steering Committee of the North American MenEngage Network
Kentucky

Some Current Efforts

- TA to the Nebraska Coalition on community-based Engaging Men Efforts
- *What's Wrong with This Picture* a multi-pronged effort to engage men in examining the impact of viewing pornography
- *We're Not Buying it* a Public-prevention campaign for men to combat Commercial Sexual Exploitation
- *Healthy Boys Project* Creating cultures to promote healthy boy development in K – 6 grades
- *“Recovering Masculinities”* Integrating healthy masculinity content into addictions recover programs



#MeToo's Impact on My Work

- Reinforced that sexual harassment and sexual assault are normal experiences for women
- If it is normal for women, then it has to be normal for men too
- Exploring how men contribute to environments that support other men to perpetrate sexual harassment or sexual assault
 - Moving men to action
 - Moving action to policy

Next Steps

- An “un-panel” featuring 5 men from different sectors including a school board member, a city council member, a minister, Title IX coordinator and more
- Series of community conversations to illicit men’s roles in preventing sexual harassment and sexual assault
- Comprehensive plan to prevent sexual harassment and sexual assault in Louisville
- More intentionally intersectional activism



Welcome to the
North American MenEngage Network

Boys and Men for Gender Equality

**Please join us for
A Four Part Educational Webinar Series**

**Men Supporting #MeToo:
Taking Action to the Next Level**

Dates

1. Thu April 12 ; 3 – 4:30pm
2. Thu April 26 ; 3 – 4:30pm
3. Thu May 10 ; 3 – 4:30pm
4. Thu June 14 ; 3 – 4:30pm

For further information: namen.menengage.org



Text Chat



How do we approach ending perpetration of sexual and domestic violence?



CALIFORNIA RURAL LEGAL ASSISTANCE, INC.

Andrea Pearce
Ralph A. Abascal Law Fellow
California Rural Legal Assistance, Inc.
California



Addressing Sexual Harassment and Violence in the Agricultural Industry of California's Central Valley

Outreach and Community Education

- “Trabaje Libre de Acoso Sexual” presentation to agricultural workers
- “Assisting Victims of Sexual Harassment” presentation to organizations providing services to agricultural workers
- Trifolds: “Trabaje Libre de Acoso Sexual” and “Work Free from Sexual Harassment”
- Radio appearances



Qué hacer si es Víctima de Acoso Sexual:

1. **Rechace el acoso.** No responda al agresor, hable claramente diciendo que no le gustan estas acciones.
2. **Presente una queja con su empleador lo más pronto posible.** Preferiblemente por escrito, pero también verbal. Se debe quejar con su supervisor, otro supervisor más arriba de él/ella, o con la oficina de recursos humanos
3. **Apunte los datos y mantenga documentos.** Lo más pronto posible después del incidente, apunte notas de lo que ocurrió, que pasó, que día y que hora, nombres de testigos, y que sucedió después de que se quejó.
4. **Si tiene dudas, no firme nada antes de hablar con un abogado.** Cuidese de documentos que requieren que renuncie su derecho de presentar quejas en el futuro o requieren que arbitre una disputa con su empleador.
5. **Reporte el acoso a las autoridades.** Departamento de Igualdad en el Empleo y Vivienda (DFEH) y/o con el Comisionado de Igualdad de Oportunidad en el Empleo (EEOC). En casos de agresión sexual y/o violación, también repórtelo a las autoridades policiales locales.
6. **Llame a CRLA para más información.**

OFICINAS DE CRLA

- **ARVIN:** 221 Bear Mountain Blvd Arvin, CA 93203
(661) 854-3839
- **COACHELLA:** 1460 6th Street Coachella, CA 92236
(760) 398-7261
- **DELANO:** 601 High Street, Suite C Delano, CA 93215
(661) 725-4350
- **EL CENTRO:** 449 Broadway Street El Centro, CA 92243
(760) 353-0220
- **FRESNO:** 3747 E. Shields Avenue Fresno, CA 93726
(559) 441-8721
- **HOLLISTER:** 310 4th Street Hollister, CA 95023
(831) 724-2253
- **LOS ANGELES:** 714 W. Olympic Blvd Suite 450 Los Angeles
(213) 361-8208
- **MADERA:** 126 North B. Street Madera, CA 93638
(559) 674-5671
- **MARYSVILLE:** 511 "D" Street P.O. Box 2600 Marysville, CA 95901
(530) 742-5191
- **MODESTO:** 1111 I Street, #310 Modesto, CA 95354
(209) 577-3811
- **OXNARD:** 338 South "A" Street Oxnard, CA 93030
(805) 483-8083
- **SALINAS:** 3 Williams Road Salinas, CA 93905
(831) 757-5221
- **SAN LUIS OBISPO:** 175 Santa Rosa Street San Luis Obispo, CA 93405
(805) 544-7997
- **SANTA MARIA:** 2050 "G" South Broadway Santa Maria, CA 93454
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- **SANTA ROSA:** 1160 N. Dutton Ave. Suite 105 Santa Rosa, CA 95401
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- **STOCKTON:** 145 E. Weber Avenue Stockton, CA 95202
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- **VISTA:** 640 Civic Center Dr. #108 Vista, CA 92084
(760) 966-0511
- **WATSONVILLE:** 21 Carr Street Watsonville, CA 95076
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CALIFORNIA RURAL LEGAL ASSISTANCE, INC.

TRABAJO LIBRE DE ACOSO SEXUAL



*Folleto Impreso Enero 2018.
Patrocinado por Ralph S. Abascal Fellowship de
UC Hastings College of the Law. Para pedir la
presentación "Trabajo Libre de Acoso Sexual" en
su comunidad, llame a nuestras oficinas.*

¿Qué es el Acoso Sexual?

El acoso sexual es un tipo de discriminación basada en sexo. Este tipo de discriminación es **ilegal**.

El acoso sexual existe cuando un empleado o empleada son sometidos a palabras o conducta sexual inapropiada no deseada por otro trabajador, supervisor, empleador, o jefe.

¿Cuál son las responsabilidades del Empleador?

- Tomar medidas razonables para prevenir y detener el Acoso Sexual.
- Crear una política contra el Acoso Sexual.
- Proporcionar entrenamientos sobre Acoso Sexual a todos sus empleados en un idioma que comprendan.
- Tener protecciones en contra de represalias.
- Tener un procedimiento de reportar Acoso Sexual, que no requiera que un empleado se queje directamente a su supervisor inmediato.
- Proveer un folleto sobre el Acoso Sexual a sus empleados.

Las leyes protegen a **TODOS** los trabajadores, sin importar su estatus migratorio.

Ejemplos de Acoso Sexual

- Avances sexuales no deseados de un supervisor, otro empleado, u otra persona que no trabaja con usted.
- Supervisor ofrece empleo a una persona a cambio de un favor sexual.
- Supervisor despiden a un empleado/a por no participar en un favor sexual.
- Comentarios acerca de su cuerpo, chistes sexuales, o piropos que lo/la hacen sentir incomodo/a.
- Cualquier persona que toca su cuerpo sin su consentimiento.
- Supervisor o compañero insiste que usted salga con él o ella.
- Supervisor castiga a un hombre a causa de su apariencia afeminada.
- Fotos o caricaturas que degraden a las mujeres o a los hombres.
- Asalto sexual o violación.

Las leyes protegen a Hombres y Mujeres que son víctimas de acoso sexual, de abuso, o discriminación en el trabajo. No importa si el abuso es de parte de una mujer u otro hombre.

¿Dónde puedo quejarme de Acoso Sexual?

Usted se puede quejar de discriminación en su trabajo y de acoso sexual con:

1. Departamento de Igualdad en el Empleo y Vivienda (DFEH) de California al 1-800-844-1684. Tiene 365 días del último incidente para presentar su queja.
2. También, se puede quejar con el Comisionado de Igualdad de Oportunidad en el Empleo de EEUU (EEOC) al 1-800-669-4000. Tiene 300 días del último incidente para presentar su queja.

Conozca sus derechos en contra de las represalias

- Es ilegal que su empleado lo/la despidan de su trabajo por presentar una queja.
- Es ilegal que su empleador lo/la castigue de cualquier manera por presentar una queja, incluyendo quitarle horas o no contratarlo/a la siguiente temporada.
- **PERO, hay riesgos.** Si su empleado toma una represalia en su contra, llame al DFEH o al EEOC.

Posibles remedios legales

- Recuperar gastos médicos, ingresos perdidos, compensación monetaria por daños.
- Recuperar su trabajo.
- Posibles cargos criminales para el agresor.
- Si no tiene estatus migratorio, posiblemente una Visa U.

What to do if I a victim of Sexual Harassment

1. **Reject the harassment.** Do not respond to the aggressor, tell them clearly that you do not like their actions.
2. **Complain to your employer as soon as possible.** Preferably in writing, but also verbally. You should complain to your supervisor, a person above them, or to your HR department.
3. **Keep a log and documents.** As soon as possible after the incident, write down notes of what happened, when and at what time, names of witnesses, and what happened after you complained.
4. **If you have any doubts, do not sign anything before speaking with an attorney.** Look out for documents that require you to give up your right to present complaints in the future and requires you to arbitrate a dispute with your employer.
5. **Report the assault to the authorities.** Report to the Department of Fair Employment and Housing (DFEH) and/or to the Equal Employment and Opportunity Commission (EEOC). In cases of sexual assault and/or rape, also report it to local law enforcement.
6. **Call CRLA for more information.**

OFICINAS DE CRLA

- **ARVIN:** 221 Bear Mountain Blvd Arvin, CA 93203
(661) 854-3839
- **COACHELLA:** 1460 6th Street Coachella, CA 92236
(760) 398-7261
- **DELANO:** 601 High Street, Suite C Delano, CA 93215
(661) 725-4350
- **EL CENTRO:** 449 Broadway Street El Centro, CA 92243
(760) 353-0220
- **FRESNO:** 3747 E. Shields Avenue Fresno, CA 93726
(559) 441-8721
- **HOLLISTER:** 310 4th Street Hollister, CA 95023
(831) 724-2253
- **LOS ANGELES:** 714 W. Olympic Blvd Suite 450 Los Angeles
(213) 361-8208
- **MADERA:** 126 North B. Street Madera, CA 93638
(559) 674-5671
- **MARYSVILLE:** 511 "D" Street P.O. Box 2600 Marysville, CA 95901
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WORK FREE FROM SEXUAL HARASSMENT



*Flyer printed January 2019.
Sponsored by the Ralph. S. Abascal Fellowship of
UC Hastings College of the law.*

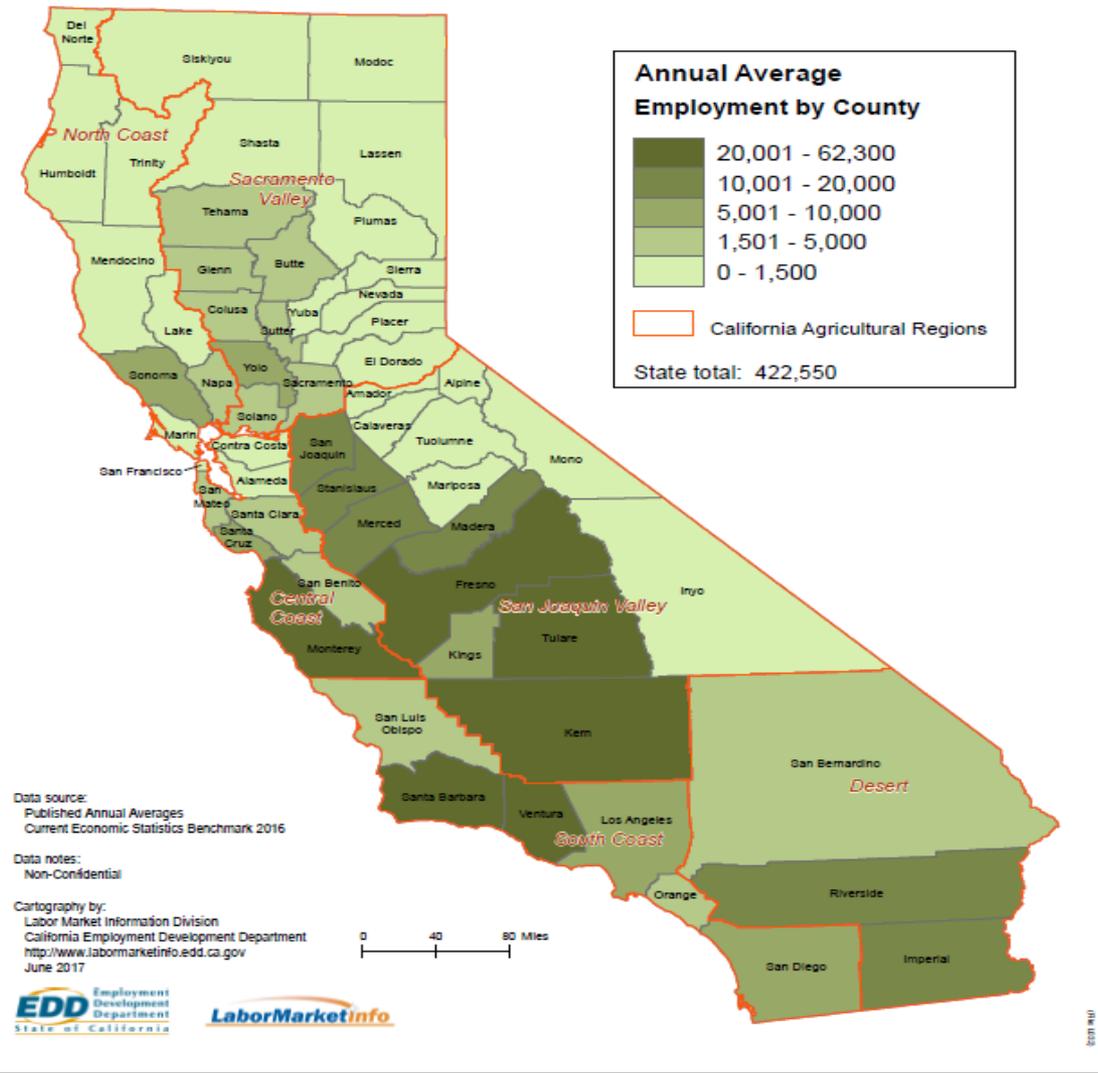
California Agricultural Employment 2016 Annual Average

Targeting Outreach Efforts in California's Central Valley

½ of California's
Agricultural Workforce is
the San Joaquin Valley

San Joaquin Valley Counties

- San Joaquin
- Stanislaus
- Merced
- Madera
- Fresno
- Kings
- Tulare
- Kern



Source: UC Davis, California Farm Labor: 2016

Available at:

https://arefiles.ucdavis.edu/uploads/filer_public/00/f3/00f3fc4e-0d18-43e7-9e13-c69c959b908a/martincafarmlabor2016.pdf



What is Sexual Harassment?

Sexual harassment is a type of discrimination based on gender. This type of discrimination is **illegal**.

Sexual harassment exists when an employee is subjected to unwanted, inappropriate sexual words or conduct by another worker, supervisor, employer, or boss.

What are my Employer's Responsibilities?

- Take reasonable measures to prevent and stop Sexual Harassment.
- Create a Sexual Harassment policy.
- Provide training about Sexual Harassment to all their employees in a language that they can understand.
- Have protections against retaliation.
- Have a Sexual Harassment reporting process, that does not require that an employee complain directly to their immediate supervisor.
- Provide a Sexual Harassment flyer to all their employees.

The laws protect ALL WORKERS, regardless of their immigration status.

Examples of Sexual Harassment

- Unwanted sexual advances from a supervisor, another employee, or another person that does not work with you.
- Supervisor offers work to a person in exchange for a sexual favor.
- Supervisor fires an employee for rejecting a sexual favor.
- Comments about one's body, sexual jokes, or "catcalls" that make one feel uncomfortable.
- Any person that touches your body without your consent.
- Supervisor or fellow worker insists that you go on a date with them.
- Supervisor punishes a man due to his perceived "feminine" characteristics.
- Pictures or cartoons that degrade men or women.
- Sexual assault or rape.

The laws protect Men and Women that are victims of sexual assault, sexual abuse, or discrimination at work. It does not matter if the abuser is another man or another woman.

¿Where can I file a complaint for Sexual Harassment?

You can file a sexual harassment or discrimination claim with:

1. Department of Fair Employment and Housing (DFEH) of California at 1-800-844-1684. You have 365 days since the last incident to file your claim.
2. You can also file a claim with the U.S. Equal Employment Opportunity Commission (EEOC) at 1-800-669-4000. You have 300 days since the last incident to file your claim.

Know your rights against retaliation

- It is illegal for your employer to fire you for filing a claim.
- It is illegal for your employer to take any retaliatory measures against you for filing a claim, including taking away hours or not hire you the next season.
- **BUT there are risks.** If your employer retaliates against you, contact DFEH or EEOC.

Possible legal remedies

- Recoup medical costs, lost wages, or monetary compensation for damages.
- Recoup your job.
- Possible criminal charges against aggressor.
- If you do not have legal status, possible U Visa.

#MeToo and #TimesUp

- Interest in the topic – more interest to provide presentations
- Seizing the opportunity to provide outreach
- Momentum and energy to come forward
- Working with #TimesUp Legal Defense Fund
- Opportunity for organization and clients to create long-lasting change

Looking to the Future

- History of successfully advocating for women against sexual harassment in the workplace
- Advocacy for Farmworker Protection Bill (Farm Labor Contractor requirements)
- Continue to provide services to agricultural workers and presentations
- Train community workers to provide presentations

<http://www.crla.org/special-edition-women-who-win>





IMPACT

An Affiliate of Triangle, Inc.

Meg Stone
Executive Director
IMPACT Boston, an affiliate of Triangle
Massachusetts



IMPACT's Work

IMPACT programs give people:

- Tools they can use to stay safe in the moment of violence
 - Feminist Empowerment Self-Defense
 - Bystander Skills (focus on neurobiology & physiological stress response)
- Organizational Strategies to Prevent Sexual Abuse
 - Disability Service Organizations and Schools



- Collaborating with disability-specific systems to create a **Child Sexual Abuse Prevention & Response Plan**



Making Sexual Abuse Prevention Mission-Based

- Process starts with a **clear definition of the organization's culture, values & expectations**
- **Actively challenge ableism &** acknowledge ableism in special education systems
- **Choice and consent for touch** are built into official policies
- Skills & institutional support for **constructive challenge**

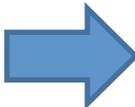
Making CSA Prevention Relevant to High-Stress School Environments

- Creating teams that are **trusting and cohesive** enough to grapple with the complexities of sexual abuse
- ...but not so **loyal that they fail to act** when coworkers abuse power or violate students' boundaries

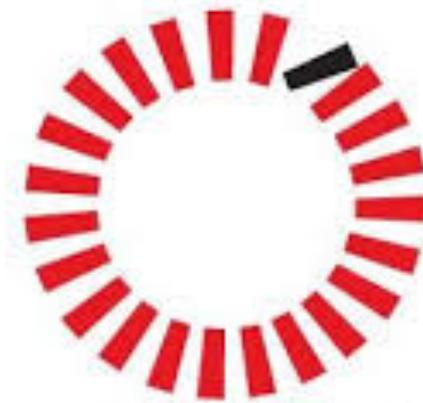


Challenges & Opportunities of the #MeToo Era

- Increased awareness of organizational liability for inaction around sexual abuse
- Maintaining a social justice focus in organizational prevention
- Connecting empowerment self-defense to systemic change

Individual resistance  Collective resistance





breakthrough

Mary Iannone
Program Manager
Breakthrough
New York

“Human rights start with you.”



Culture Change

x ~~Interrupt~~ **x**

✓ Disrupt **✓**

Culture Change

IDENTIFY the harmful norms and practices



ARTICULATE how exactly these norms and practices lead to harm



DETERMINE where YOU can disrupt and transform



CREATE your theory of change



TAKE ACTION to transform the harm and the culture



Action Lab



What's Next?



www.belahs.org





**Council on
Domestic Abuse**

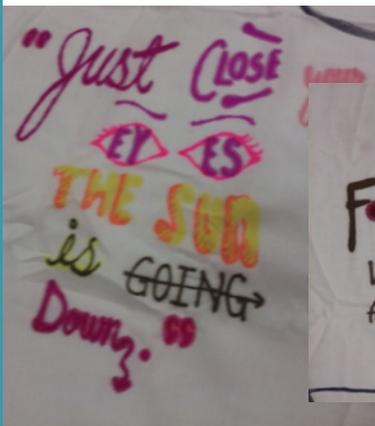
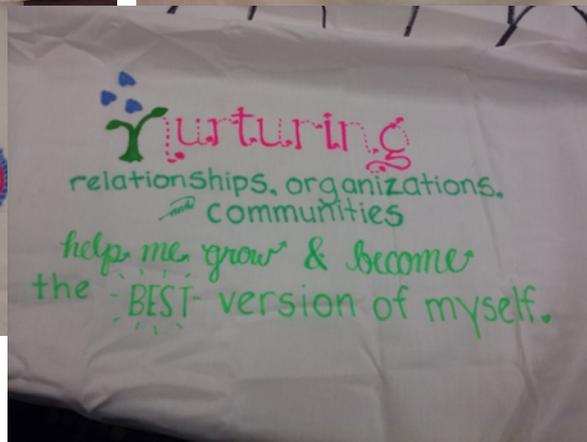
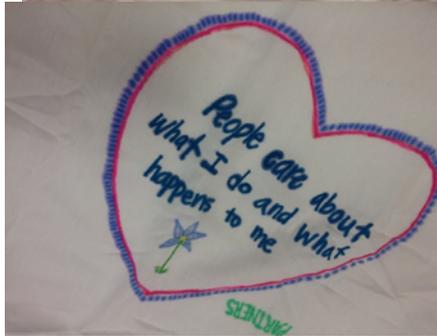
Rebecca Moore
Community Prevention Specialist
Council on Domestic Abuse, Inc.
Indiana

CODA's Education Services

- Boundaries
- 40 Developmental Assets
- SSNRE's
- Small Moments
- Equality vs Equity and Privileges
- Self Care, Self Esteem, Self Growth
- Mental Health First Aid
- Bystander Intervention
- Digital and Social Media Safety



What is CODA's role? To build a COLLECTIVE WE!



CODA's Goals for 2018

- Increase presence in the community
- Offer Healthy Relationship training to professionals
- Hold a Youth Council Summit
- Strengthen and create new community partnerships
- Bring more awareness to the community

Text Chat



What should our
next steps be?

PreventConnect
1215 K Street
Suite 1850
Sacramento CA
95814

Website: preventconnect.org

Email: info@preventconnect.org

Email Group:

preventconnect.org/email-group

eLearning: learn.preventconnect.org

Wiki: wiki.preventconnect.org



preventconnect.org/Facebook

preventconnect.org/Twitter

preventconnect.org/Flickr

preventconnect.org/YouTube

preventconnect.org/LinkedIn

preventconnect.org/Pinterest

