



Let's Connect: Questions and Conversations
Around Preventing Sexual Harassment in
Virtual, At-home Workspaces and
Educational Settings

Tuesday, April 27, 2021
11 AM-12:30 PM PT / 2 PM -3:30 PM ET

TV: You can download the PowerPoint slides for this session here:

http://www.preventconnect.org/wp-content/uploads/2021/04/Lets-Connect_-final.pdf

AKJ: Welcome, to all! Thank you for joining us today!

AKJ: Prevalence of Workplace-Related Sexual Violence: Moving from context to creating protective environments for prevention

<http://www.preventconnect.org/2020/01/prevalence-of-workplace-related-sexual-violence-moving-from-context-to-creating-protective-environments-for-prevention/>

AKJ: SAAM 2021 We Can Build Safe Online Spaces <https://www.nsvrc.org/saam>

TV: PreventConnect podcasts w/ NSVRC about SAAM 2021

<http://www.preventconnect.org/2021/02/creating-safer-online-spaces-sexual-assault-awareness-month-2021/>

<http://www.preventconnect.org/2021/02/getting-involved-from-home-sexual-assault-awareness-month-2021/>

AKJ: PreventConnect blog exploring these news articles

<http://www.preventconnect.org/2021/04/questions-about-preventing-sexual-harassment-in-virtual-at-home-workspaces/>

AKJ: Tipped Workers & Harassment during the Pandemic

<https://www.npr.org/sections/coronavirus-live-updates/2020/12/06/943559848/tipped-service-workers-are-more-vulnerable-amid-pandemic-harassment-spike-study>

TV: Connecting social norms and online environments

<https://medium.com/sexual-assault-awareness-month-2021/we-can-build-healthy-social-norms-online-be277bc19e8e>

TV: Sexual harassment against AAPI women

<https://static1.squarespace.com/static/5ad64e52ec4eb7f94e7bd82d/t/5dbb44cce6b41e79615dbcb6/1572553932911/NAPAWF+SH+Issue+Brief+Oct+2019+FINAL.pdf>

AL: These are great resources! I'm so glad you'll be capturing the chat!

TV: SAAM 2021 feature on online abuse and trauma

<https://www.nsvrc.org/saam/2021/about/onlineabuseandtrauma>

TV: SAAM 2021 infographic on creating safe, respectful online spaces

<https://www.nsvrc.org/resource/2500/four-ways-we-can-build-online-safe-spaces-infographic>

TV: Text chat question: How do your own practices promote equity in virtual spaces?

AL: Setting rules at the outset to encourage respectful interchange

BL: including my pronouns within my online screen name, on my email signature, etc.

KC: Adding pronouns to emails and user names.

MS: Being identity conscious. As in, starting with our pronouns and having those in our zoom account. Also, allowing for people to private chat message, if they aren't comfortable sharing their answers to questions maybe posed in the group/classroom/training session.

JS: The Georgetown Voice: <https://georgetownvoice.com/2021/04/16/title-ix-fails-survivors/>

MS: Seeing this slide reminds me that we also don't "require/make" people turn on their cameras in a virtual space.

TV: @Michelle, so true!

EB: That's a great practice, @Michelle.

CMM: I try my best to be aware of my own biases and make sure how I communicate to others is free from discriminatory language.

NS: or using virtual backgrounds so that people don't see personal items in our homes.

HRM: @cheryl love the effort to be aware of bias; it is a skill that we can strengthen with practice.

TV: @Natalie, totally. I love Zoom's blur background feature, too.

NS: @Tori, I started using blurred backgrounds more when I got on a meeting with a judge and realized that Baby Yoda was peeking over my head during the entire meeting (apparently, he had no issue with Baby Yoda)

HRM: for all the low bandwidth folks, virtual backgrounds can be a tech no-go; but we can use other tools like turning our backs to a wall.

AKJ: @Holly oh totally! I can rarely get the backgrounds to work for me on satellite internet!

EB: Great suggestion, @Holly. I use that technique as well.

TV: "Yes, sexual harassment can still happen in remote work," Candor, 5/14/2020 (<https://candor.co/articles/tech-careers/yes-sexual-harassment-can-still-happen-in-remote-work>)

KS: @Aaron, this is a fantastic overview but I am wondering about how to match this information with the reality that many workplaces are not prepared to address/understand/investigate harassment that occurs online. Thoughts?

AKJ: @Kiana I was thinking about this too! We'll see if we can get Aaron's thoughts on this.

AG: I also wonder about ensuring that organizations are supportive of survivors who do report incidents - what suggestions do you have for ensuring that survivors are aware of navigating investigations and have an understanding of protocols when they are part of orgs that may have nebulous procedures or are unwilling to be transparent regarding their investigation practices?

TV: Text chat question: What are other things that drive sexual harassment in virtual, at-home workspaces and educational settings?

KN: Difficult to read tone and emotion in written messages.

DB: I think that a lot of people just feel so stressed out right now with pandemic fatigue and just the world in general. I think we are seeing a lot of people lashing out in ways they might not normally - perhaps just to regain a sense of control.

KS: In higher education settings students have a lack of access to mentors/faculty and that can spur competition and one-up-ship in online classroom settings and chats in order to try to stand out to faculty.

AL: Feeling anonymous/not seen during online meetings and classes.

AP: Generally, I would like to add that the EEOC examples I offered should be considered a floor, not a ceiling. Expectations of workplace culture and conduct is something that workplaces can collaborate to set themselves, and in that process you can determine your own limits and examples. That can help cover some of the more insidious forms of misconduct that don't clearly fall into the EEOC definitions, but should be considered violations of workplace conduct policies in employment manuals.

AZ: Another thing that comes to my mind for the question posed is that during this past year, are comments from people of "oh, I know you even better now, I've seen your dog, cat, etc".... so there is this weird feeling of "knowing" people better once you've "seen" their home via Zoom, which creates blurred boundaries also.

JH: Regression of general social skills due to isolation.

AKJ: @Amy that is so true — and that blurring of boundaries can happen in tiny increments over time!

AP: How to match reality of workplaces that might not be as prepared: There is no better time than to start the conversation than now! You don't have to be prepared over night, but if you can get people talking about their expectations of each other, and the workplace's expectations of them generally, and the culture all would like to great together, it can already begin to deter people who might find themselves in gray areas.

TV: Harassment Cost Calculator: <https://everfi.com/calculator/workplace-training/what-is-the-cost-of-harassment-in-the-workplace/>

AP: I know that's not the best answer, but it's the best start to an ongoing process

KS: @Aaron thanks for those responses to questions!

KS: Would love references for the studies currently being shared. Especially the one for higher ed that indicated drop in applications after a scandal.

Sarah Hong: Yes I would love the references!

TV: @Kiana & Sarah, we'll ask for it and publish a list of resources shared during the web conference!

AP: As for keeping survivors informed and understanding of reporting and investigation processes, this would function the same way as in-person circumstances:

(1) Make sure the Workplace is going over policy regularly, not just at orientation. Innovate and adapt trainings based on employee feedback. Use months like SAAM for refreshers. It's best for people to know the policy as best as possible before an incident, not rushing to the manual afterwards.

(2) Once a report is made, be as transparent as possible about next steps, confidentiality limitations, and outside resources to get more neutral and objective support. Set a reminder to check in with the survivor in regular intervals so that they aren't in the dark. Reporting and investigations are inherently not-trauma informed as we would like, but we can focus on opportunities to promote agency and transparency to the greatest extent possible.

JD: I would love the references as well!

AKJ: <https://www.eeoc.gov/select-task-force-study-harassment-workplace-report-co-chairs-chai-r-feldblum-victoria-lipnic>

EB: I am happy to provide citations to the research I cited. I will work with Tori and Ashleigh to get those to you. Thank you!

KS: @Holly A question for later: We are challenged to have prevention of sexual harassment work connected to broader DEI work. Many folks do not see the connection. How could we go about successfully connecting the framework on comprehensive harassment prevention to other DEI work?

AL: @Kiana great question! It's all so connected to power imputed from race, gender, and position.

EB: @kiana - that connection is so very important! Indeed, the EEOC Task Force Report on Harassment addresses this very issue when it speaks about lack of diversity being a risk factor of harassment, and lack of inclusion being a risk factor. I actually wrote a white paper about the need to coordinate both, which will be shared on the Resources page of this slide deck! So you have it, I will paste it here:

Diversity, Equity & Inclusion and Harassment & Discrimination Prevention: You Can't Have One Without the Other - <https://info.everfi.com/rs/410-YCZ-984/images/DEI%20%26%20Harassment%20%26%20Discrimination%20Prevention.pdf>

BAS: Is there a similar resource that makes this connection for student-focused prevention?

KS: @Elizabeth Thank you for the link to the whitepaper!!

EB: You are very welcome @Kiana!

TV: The Rosemary Project <https://www.mncasa.org/prevention/prevention-is-possible/>

<https://www.facebook.com/MNCASAINfo/videos/rosemary-project-come-together-as-a-community-for-change/2857584244473600/>

AL: This is really great work!!

TRANSFORMACIÓN is available to support SPANISH SPEAKER SURVIVORS with Holistic approaches like therapeutic mindfulness, therapeutic CBT-hypnosis, among others therapies. 650 5180808. Thanks

AKJ: It makes so much sense to go to work spaces.

KS: @Adrianna The Rosemary project is amazing! So inspiring to see such a thoughtful prevention pivot based on what youth said their communities needed.

ET: sorry need to head out. will the recoding be send out?

TV: @Erika, yes, the recording will be available in the next few days, and we will record all the way through until we end. We will extend the web conference a few minutes to allow time for a discussion among our presenters.

TV: You will receive an email when the recording is ready.

ET: thank you.

AK: And, even with the struggles of "living at work" doesn't mean that we are ready to go back to the office with the expectations to work in office the way we were before Feb 2020.

DA: Exactly! Key points that we must address.

TV: @Arti, SUCH a great point, thank you! Just because my office shares space with my bedroom right now doesn't mean I'm quite yet ready for full time away from home.

AKJ: Bye, Don! Thanks for joining us today

AP: Yes! We love a holistic approach

TV: Text chat question: How can we re-think the ways we work together?

LA: Thank you.

SR: I enjoyed this conference and look forward to attending other ones. Thanks.

AKJ: Thanks, Sanford!

TV: White Paper: The Four Pillars of a Comprehensive Harassment Prevention and Compliance Strategy - https://info.everfi.com/rs/410-YCZ-984/images/CC_Best_Practices_to_Address_Workplace_Harassment.pdf

White Paper: Diversity, Equity & Inclusion and Harassment & Discrimination Prevention: You Can't Have One Without the Other - <https://info.everfi.com/rs/410-YCZ-984/images/DEI%20%26%20Harassment%20%26%20Discrimination%20Prevention.pdf>

Workplaces Respond to Domestic & Sexual Violence: A National Resource Center - <https://www.workplacesrespond.org/>

AG: is it possible to be able to save this chat? this is a great event.

AKJ: @Adrienne — yes we will share a transcript of the chat!

AL: Great webinar; thanks so much!

AG: @Ashleigh thank you!

AKJ: Thanks everyone for joining us today!

VM: thank you very much enjoyed webinar.

JH: Thank you for an engaging conversation!

MR: Thanks so much to the presenters and organizers for this critical conversation! Awesome presentations and discussions!

AG: This was an empowering, wonderful webinar. I am so appreciative of everyone!!

BL: Thank you all! Excellent info and discussion!

JF: thanks! :)

HAL: Thanks all!!

CMM: Thank you, enjoyed the webinar!

CT: Thanks for the webinar and all the information. Have a great rest of the day!!

MD: Thank you.

CP: excellent webinar ty

SK: thank you