

Welcome, this web conference will begin soon



LET'S CONNECT

Questions and Conversations Around Preventing Sexual Harassment in Virtual, At-Home Workspaces and Educational Settings

Tuesday, April 27th • 11 am PT | 2 pm ET



Meet the PreventConnect Team



Ashleigh Klein-Jimenez
Director of Prevention
she/her/hers



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Project Coordinator
she/her/hers



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connect
A ValorUS PROJECT

PreventConnect.org

info@PreventConnect.org

PreventConnect.org/email – [email group](#)

Learn.PreventConnect.org – [eLearning](#)

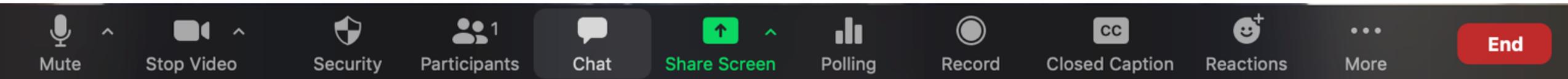
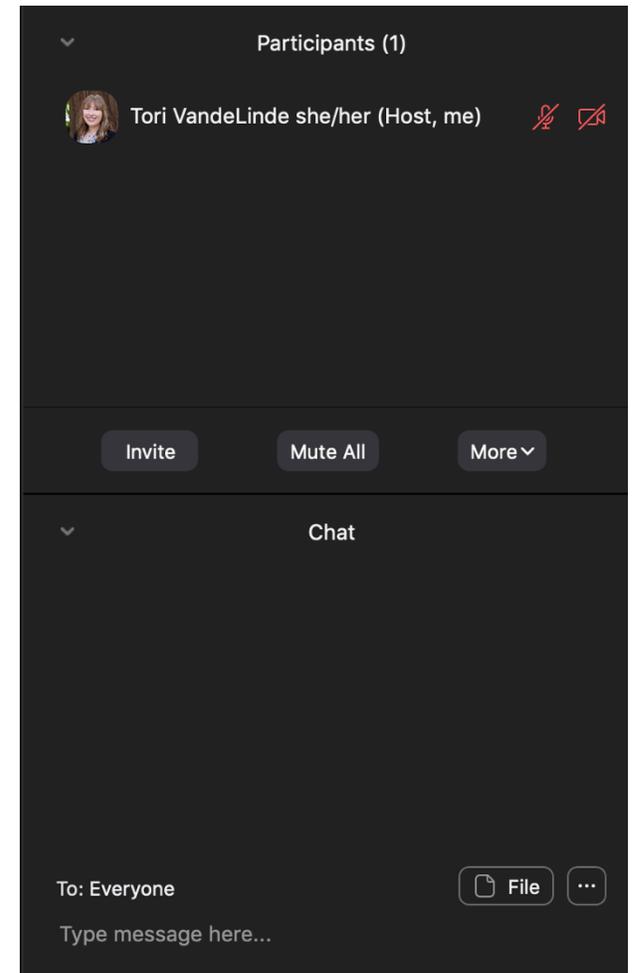
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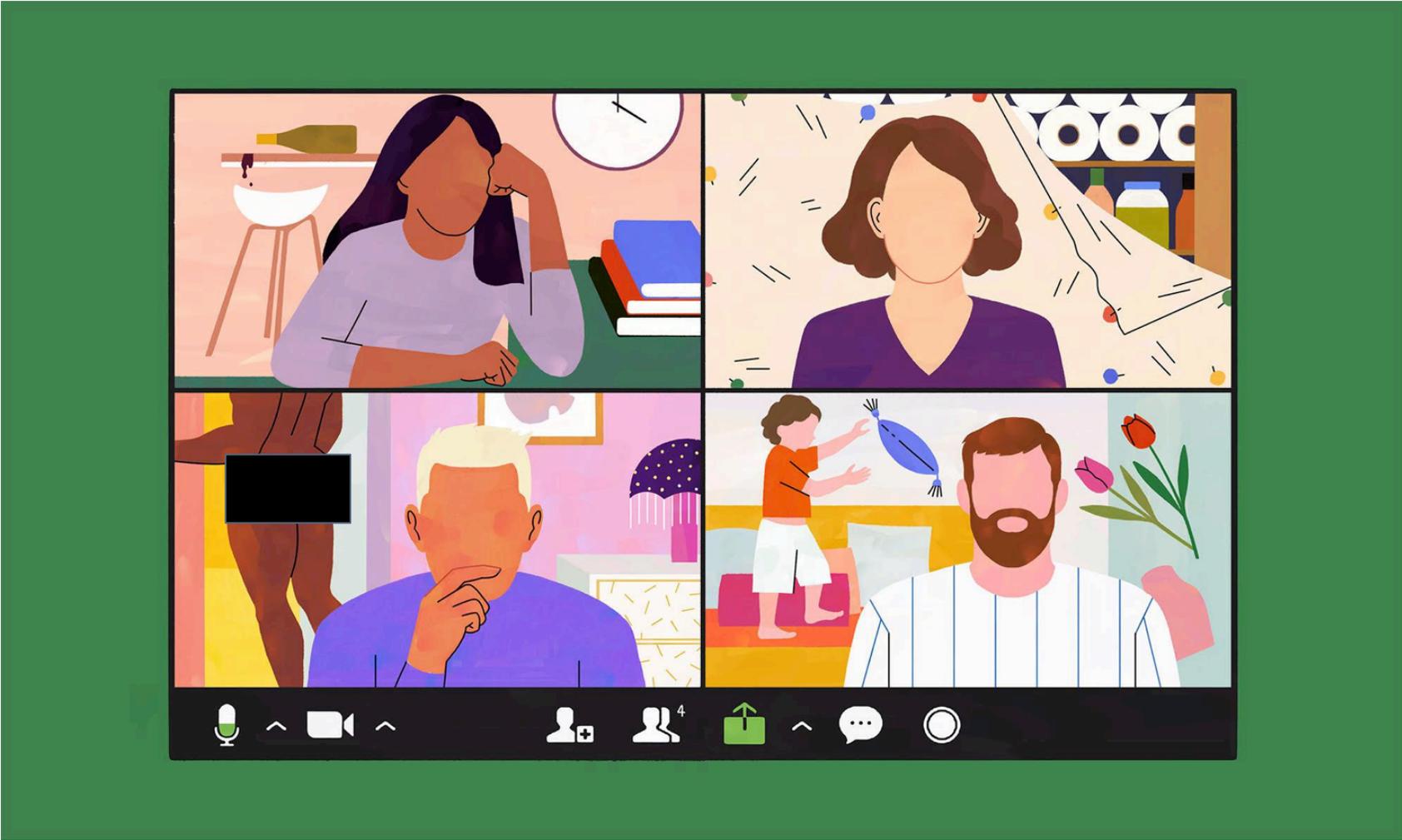
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How to use Zoom + Housekeeping

- ▶ Text chat and private chat
 - ▶ Please send a private chat message for help.
- ▶ PowerPoint Slides
- ▶ Polling Questions
- ▶ Phone
- ▶ Closed Captioning
- ▶ Web Conference Guidelines



How this landscape is impacting us



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 and oppression
- ▶ Connect to other prevention practitioners

Past web conferences/resources

Prevalence of Workplace-Related Sexual Violence

***MOVING FROM
CONTEXT TO* CREATING
PROTECTIVE
ENVIRONMENTS
FOR PREVENTION**

Wednesday,
January 29, 2020
11 AM PT | 2 PM ET





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Tuesday, April 27th • 11 am PT | 2 pm ET



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

Objectives

- ▶ Describe what sexual harassment looks like in virtual workspaces, educational settings, and work-from-home environments
- ▶ Identify risk factors for virtual sexual harassment
- ▶ Discuss potential adaptations for workplace harassment prevention for a virtual/work-from-home context

We Can Build Safe Online Spaces



 **NSVRC**
national sexual violence resource center

[https://www.nsvrc.org/
saam](https://www.nsvrc.org/saam)

Learn more about NSVRC's 2021 SAAM theme

Creating Safer Online
Spaces

Sexual Assault Awareness Month 2021



Getting Involved from
Home

Sexual Assault Awareness Month 2021



In the News



The State of Online Violence Against Women

THE CORONAVIRUS CRISIS
Tipped Service Workers Are More Vulnerable Amid Pandemic Harassment Spike: Study

December 6, 2020 - 7:55 AM ET
Heard on Weekend Edition Sunday

DEBBIE ELLIOTT EMMA BOWMAN

5-Minute Listen



TECHNOLOGY

Remote Work Is Leading To More Gender And Racial Harassment, Say Tech Workers

March 30, 2021 - 12:00 PM ET

SHANNON BOND



COVID-19 Lockdown: Women Report Online Sexual Harassment During WFH

by [Aishwarya Sati](#) | June 2, 2020, 14:21 IST

A- A+

Business

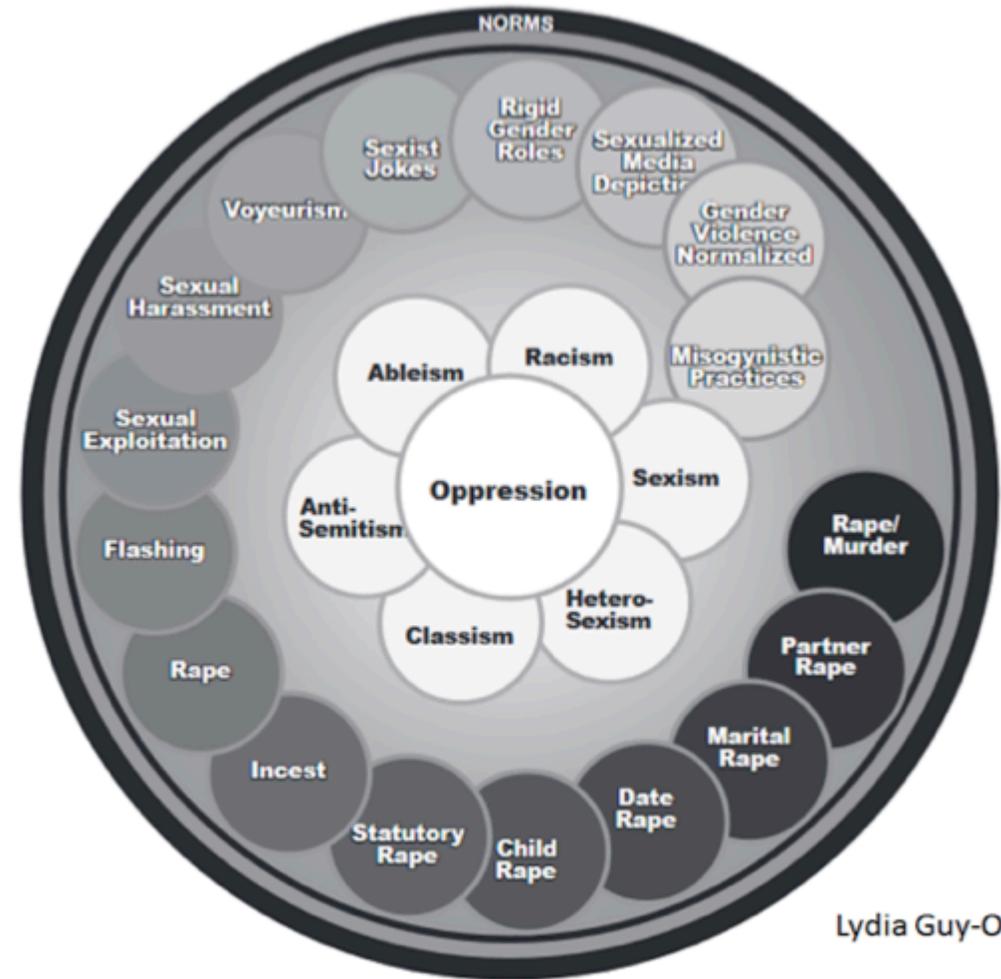
As Work Has Moved Home, So Has Harassment

Companies can't pause their efforts to root out workplace misconduct.

By [Elisa Martinuzzi](#)

June 17, 2020, 12:00 AM PDT

It's all connected



Lydia Guy-Ortiz, 2006

Deep impact



Creating Safe, Respectful Online Environments

Four Ways We Can Build Safe Online Spaces

Explore these ways that you can help build safe online spaces where sexual harassment and abuse have no place.



Practice Consent and Show Respect for Boundaries

Consent is when someone gives permission for something to happen or agrees to do something. If we don't have working assumptions for clearly communicating our boundaries and asking questions when we're not sure, we can create a pathway to more respectful online spaces.

We can practice and model everyday consent online by:

- Respecting the devices and accounts of others. It's never okay to try to unlock someone else's phone without permission or look through their inbox or texts.
- Checking if it's okay before sharing information outside of your one-on-one chat.
- Agreeing on a platform and giving options when communicating — like letting everyone know it's okay to leave their webcam off during a video call.



Identify Red Flags that Indicate Online Grooming

Grooming is when perpetrators judge how far they can push boundaries and exploit someone's trust. Parents can help keep kids and teens safe online by discussing the following red flags with them.

Parents can help kids identify the following red flags that indicate online grooming:

- Asking to keep the relationship secret
- Sending links to suggestive images, memes, or porn
- Making suggestive or sexual comments
- Asking the child to only contact them on certain apps
- Asking the child about their sexual background (have they been kissed, are they a virgin, etc.)



Create Respectful Online Workspaces and Classrooms

We're all part of communities — in homes, workplaces, campuses, or organizations. Community-level prevention means making changes to environmental factors, attitudes, and policies to reduce the odds that people will carry out sexual violence. Just like in in-person spaces, online spaces can develop policies and rules that promote respect and discourage harmful behaviors.

Leaders who are facilitating the space can:

- Create community agreements with participants so the expectations around respectful communications are clear to everyone involved.
- Provide a way to report harassment or abuse if another group member's behavior is making them uncomfortable.
- Establish community norms around appropriate ways for group members to communicate with one another.



Support Survivors of Online Harassment and Abuse

Victim blaming means questioning the choices of a victim in a way that directly or indirectly implies they are responsible for what happened to them. Victim-blaming comments are one way that survivors may be harassed online.

We can step in when we observe harmful behaviors online by:

- Speaking out when we see harmful comments. We can respond to comments that blame victims for what happened to them by releasing accountability on the perpetrator. While this might not change the mind of the person who left the comment, others will see that not everyone agrees with them.
- Showing support to victims of online harassment. Check-in with the person that comments have been directed at, or consider volunteering to be a moderator to help prevent future harassment.

NSVRC Sexual Assault Resource Center
NSVRC.ORG/SAAM #SAAM2021 © 2021 National Sexual Violence Resource Center. All Rights Reserved.

How do your own practices promote equity in virtual spaces?

Text Chat Question



Chat

From Me to **Everyone**:

Use this text chat box to respond to our questions, ask your own, and connect with others!

To: **Everyone** ▼

Type message here...

Meet Our Guests



Aaron Polkey

Staff Attorney for Outreach and
Engagement,
Futures Without Violence
he/him

What does virtual sexual harassment look like?

EEOC

- ▶ Unwelcome sexual advances;
- ▶ Requests for sexual favors; or
- ▶ Other verbal or physical conduct of a sexual nature constitutes sexual harassment...

... when 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.

- **“Turn on your camera so I can see how pretty you look.”**
- **“Nice headboard. Have you dented the wall yet?”**
- **“Pants are optional today.”**

- **“I thought you wanted to get ahead in this field.”**
- **“Actually, you’re not needed on this particular call anymore.”**
- **“I still have those photos you sent me. Text me back or else.”**

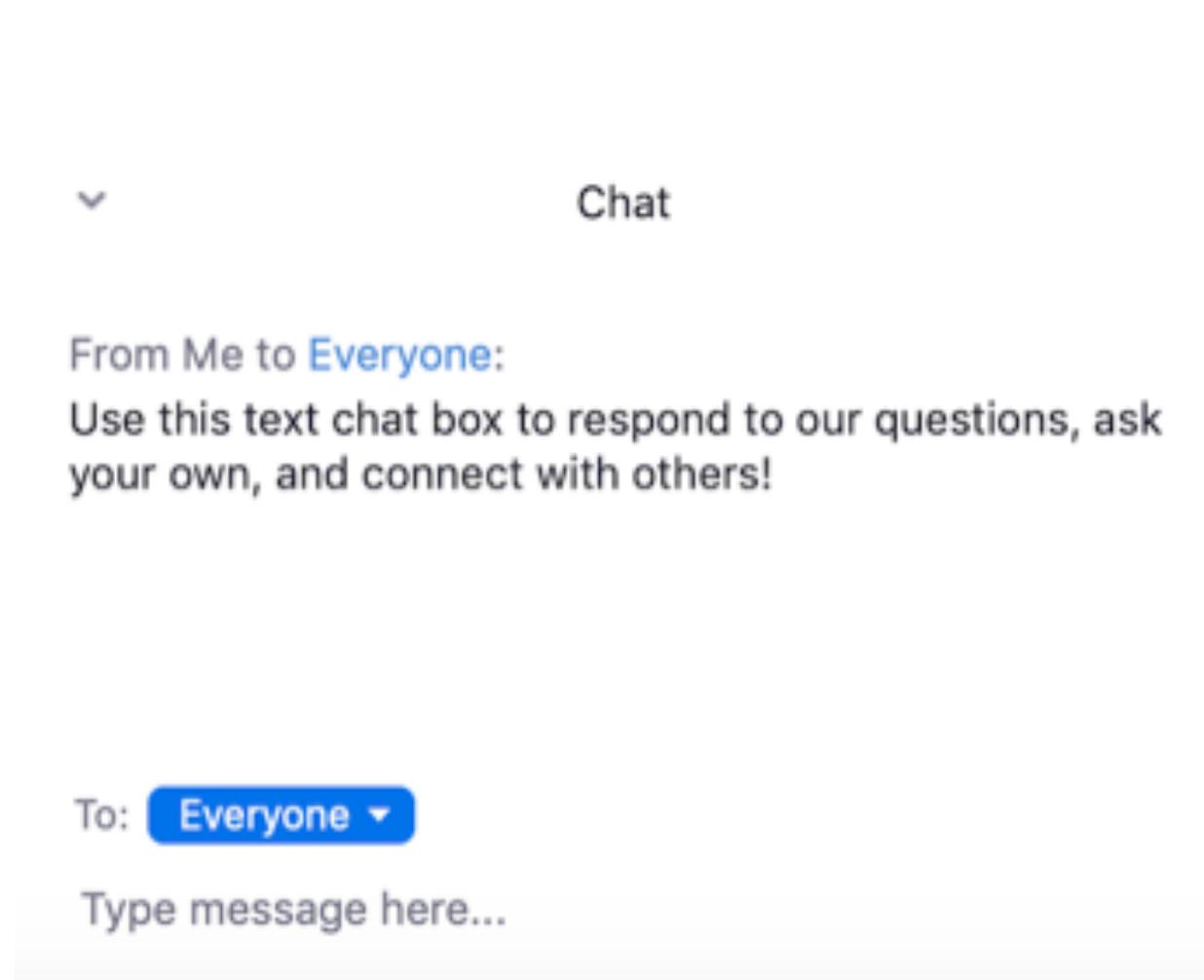
Higher Risk in Remote Environments?

- ▶ **Opaque policy definitions**
 - ▶ Conduct policies still apply
- ▶ **Decreased support**
 - ▶ Extra loops to reach HR / EAP / supervisors / colleagues
- ▶ **Contributors to poor judgment**
 - ▶ “It’s 5:00 somewhere and I’m already home.”
- ▶ **Access to constant virtual communication**
 - ▶ Breaching Zoom boundaries

“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>)

What are other things that drive sexual harassment in virtual, at-home workspaces and educational settings?

Text Chat Question



Meet Our Guests

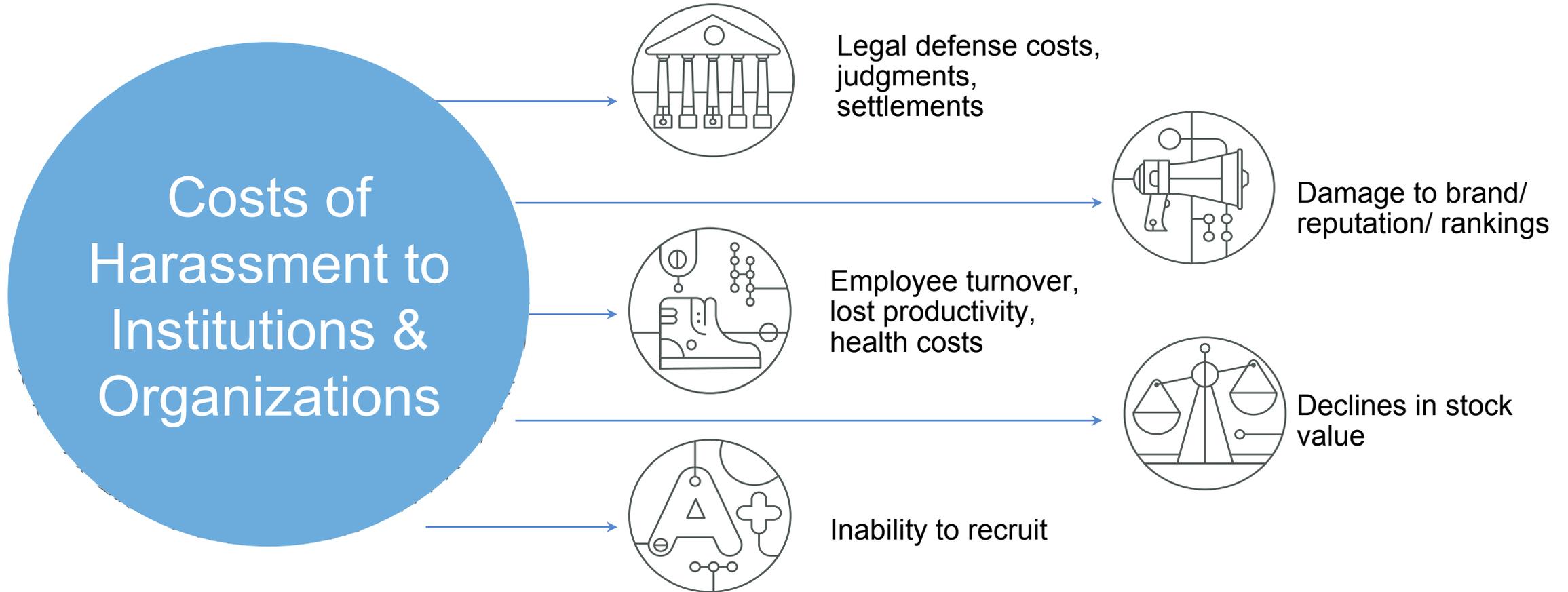


Holly Rider-Milkovich
Vice President, Impact & Education,
EVERFI
pronouns

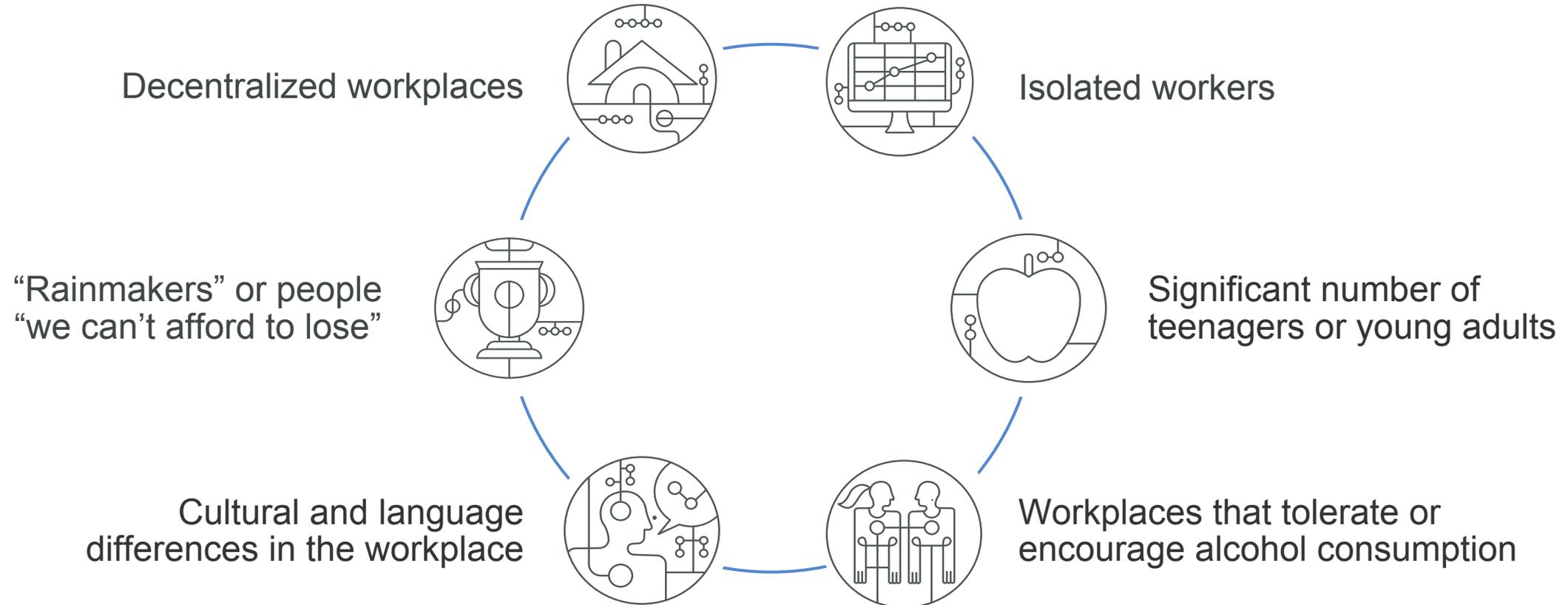


Elizabeth Bille, JD
SVP of Workplace Culture,
EVERFI
she/her/hers

Rethinking Risks to Organizations



Environmental Risks of Harassment (EEOC)



Source: Report of the EEOC Select Task Force on the Study of Harassment in the Workplace (2016)

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Compounding Risk Factors in Today's Environment

- Increased employee stress and fatigue
- Casualness and incivility
- Lack of in-person witnesses
- Challenges in monitoring
- Lack of guidance about online behavior (and how to address it)

Framework for a Comprehensive Harassment Prevention Strategy

PROGRAMMING

Prevention training, programs, and communication strategies that maximize engagement and drive impact

POLICY

The values and expectations of the organization, and the system of accountability to uphold and enforce them

CRITICAL PROCESSES

Using goal setting, strategic planning, and data analysis to inform and evaluate prevention work

INSTITUTIONALIZATION

System-wide buy-in, visible commitment, and investment in effective prevention initiatives

Comprehensive Harassment Prevention In Action

PROGRAMMING

Continue to reinforce universal & role-specific training; include examples/scenarios focused on remote work contexts

POLICY

Reinforce expectations of norms, policies, and processes

CRITICAL PROCESSES

Actively gather data about employees' remote work experience; share outcomes broadly

INSTITUTIONALIZATION

Maintain or increase messaging by leaders to sustain focus & dispel misperceptions

What ideas do you have for creating online conditions where harassment is less likely to exist?

Text Chat Question



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Type message here...

Meet Our Guests



Adrianna Perez

Prevention Program Coordinator,
Minnesota Coalition Against Sexual
Assault (MNCASA)

She/her/hers

Theory of Change

- Youth and Member Insights
- How to engage with adults in a community?
- Go to them don't ask them to come to us



Work places!

The Rosemary Project



Community-level change is similar to starting a garden. Both can feel overwhelming, confusing, challenging, expensive, and even impossible. Just like a garden, you can start small with prevention. You can grow and nourish one rosemary plant or take one step to prevent sexual violence. MNCASA offers a wide range of tools and resources for sexual violence prevention. Together, we can create communities where everyone can thrive and grow.



Policy

- Community Level change and wide impact
- Shared, trained, and upheld
- Practices and Culture
- Buy in on all levels
- Testing and understanding



Impacts of adapting to working in our homes

- Shift in focus and priorities
- Flexibility and professionalism
- Working from home vs living at work
- Communication and connection



Key Takeaways

- Wide spectrum of what a work place looks like
- Partnerships are Key
- Wanting quick easy fixes
- Long Game
- Sexual harassment polices not stand alone



How can we re-think the ways we work together?

Text Chat Question



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Intersections of Oppression, Sexual Harassment, and Virtual Workplace/Education Settings



Aaron Polkey
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Adrianna Perez
Prevention Program
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Holly Rider-Milkovich
Vice President, Impact &
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Resources

▶ Resources from EVERFI

- ▶ 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>

▶ Resources from FUTURES Without Violence

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



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