

## What Can You Do About Sexual Harassment?

Some people think sexual harassment is just a fact of life. They think nothing can be done about it, so it's best not to talk about it.

We think sexual harassment is serious. It happens to a lot of people and causes a lot of pain.

You have a legal right to an education free from sexual harassment.

### **Say STOP**

Tell the harasser you do not like his/her behavior and you want it stopped ...or...write a letter to the person. Be firm!

### **Tell Someone**

Talk to a teacher, school counselor, or the principal. Discuss the situation with a parent or other family member.

### **Keep Records**

If the harassment persists, write down what happened – dates, times, places, names of witnesses and any other information that will verify what has happened.

### **Take Action and Get Help**

If the harassing conduct continues, talk to the teacher, counselor, building principal or parent. Seek their assistance in stopping the behavior. This person will insure that appropriate action is taken to resolve the situation promptly. This school staff member can also help you file a formal complaint in accord with the school board policy.

### **Contact the District Equity Coordinator**

If you prefer, you can contact the school district's Equity Coordinator for assistance at (920) 272-7041.

### **Other Forms of Harassment**

Harassment based on race, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, physical, mental, emotional or learning disability are prohibited by state and federal law and school board policy. If any of these kinds of harassment happen to you, you need to report them also.

# Sexual Harassment

Some important questions about a serious topic...

- Do you know what sexual harassment is?
- Do you know what to do if you are sexually harassed?
- How can you avoid harassing others?
- Do you know and understand your school's sexual harassment policy?
- Are you aware of state and federal laws against sexual harassment?

## Green Bay Area Public School District



## Sexual Harassment

...is unwanted, unwelcome behavior of a sexual nature is unwanted, unwelcome behavior of a sexual nature which interferes with your life. It limits and denies the rights of students of to study, work, and play in the school setting or the work place.

Not only is sexual harassment against the Green Bay Area Public School Board Policy, but both state and federal law prohibits sexual harassment.

Sexual harassment can take many forms such as:

- inappropriate gestures, touching or grabbing
- sexual remarks or suggestions or spreading sexual rumors
- sexual comments about a person's body
- humor and jokes about sex
- pressure for unwanted sexual activity
- displaying gender offensive centerfolds, posters of women or men or sexual objects
- implied or overt threats

## There is a Difference

While there are some similarities between flirting and sexual harassment, they are really quite different. For example, if a touch is wanted, it may be flirting. If you don't want to be touched, it's sexual harassment. Some gestures and looks are flirting and some sexual harassment. One of the main differences between flirting and sexual harassment is how it makes us feel.

### Sexual Harassment

Feels "bad"  
One Sided  
Feel Unattractive  
Is Degrading  
Feel Powerless  
Power Based  
Negative Touching  
Unwanted  
Illegal  
Invading  
Demearing  
Sad/Angry  
Negative Self-Esteem

### Flirting

Feels "good"  
Reciprocal  
Feel Attractive  
Is a Compliment  
In Control  
Equality  
Positive Touching  
Wanted  
Legal  
Open  
Flattering  
Happy  
Positive Self-esteem