



Pre-Test About Sexual Harassment

Running Time: 1 hour
Materials: Flipchart and flipchart stand/chalkboard, markers/chalk;
Handout A: *Sexual Harassment Awareness Survey*
Handout B: *Sexual Harassment Awareness Answers*
Target Audience: can be used for awareness-raising with various audiences/
participants

-
- ❖ *The “Pre-Test About Sexual Harassment” session can be used to introduce a training on sexual harassment. This session is intended to be used to identify gaps in participants’ general knowledge about sexual harassment and as the basis for modifying subsequent training sessions. If participants are already knowledgeable about sexual harassment, the facilitator may wish to omit this session and, instead, begin with the session “What is Sexual Harassment?”*

Introduction

Facilitator: Everyone has the right to live free from sexual harassment and the law should protect everyone equally. As a way to begin the discussion about sexual harassment as a serious human rights abuse, participants will test their knowledge of the issue by answering a sexual harassment awareness survey and discussing their answers.

Learning Objectives:

- Facilitator: At the end of this session, participants will be able to:
- Identify their existing knowledge about sexual harassment.
 - Identify behavior that could constitute sexual harassment.
 - Discuss sexual harassment in a non-defensive matter.
 - Describe the characteristics of targets and perpetrators of sexual harassment.

Activity 1: Ice Breaker



Prepare a flipchart sheet with a continuum scale numbered 1-10 prior to the exercise.

1. Facilitator introduces the topic, highlighting the following ideas:
 - ♦ Many people in the workplace, as well as in the general public, are confused about what constitutes sexual harassment.
 - ♦ Some of you may be wondering why money and energy is being spent to educate you about the issue when some feel the problem does not exist in your workplace.
 - ♦ Others might think that sexual harassment applies to normal, welcome and mutual relationships between men and women.
 - ♦ Yet others might have heard about sexual harassment, but think it happens mostly in countries like the United States.
 - ♦ People view sexual harassment in very different ways.
 - ♦ Because of this, and as a way of introducing our training course, we will start by examining how much you already know about sexual harassment, in particular in our region.

2. Facilitator displays the continuum scale and gives the participants the following instructions:
 - ♦ Consider how much you know about sexual harassment issues and the laws that address it.
 - ♦ In a moment, I will ask you to rate your sexual harassment knowledge level on a scale from 1 to 10, where 1 means you lack any knowledge and 10 means you know everything there is to know about sexual harassment.
3. Facilitator asks participants to think where they are on the scale and place a check under the appropriate number on the flipchart.
4. Facilitator leads a discussion using the following questions to guide the group:
 - What does the scale indicate about this group's sexual harassment awareness?
 - How much exposure have you had to information about sexual harassment in the last year (through mass media or otherwise)? Have you been engaged in discussions about the issue before today's session?
 - What impact have these discussions had on you?

Activity 2: Sexual Harassment Awareness

1. Facilitator distributes copies of the [Handout A: Sexual Harassment Awareness Survey](#) and allows participants 10-15 minutes to answer the questions.
2. Facilitator reviews the survey question by question, leading a discussion about participants' replies.
 - ❖ *Do not give the participants the correct answers until they have had a chance to debate with each other. See the answer sheet for information about answers.*
3. Facilitator distributes copies of the [Handout B: Sexual Harassment Awareness Answers](#) and allows participants time to check their replies against the answers and discuss the differences.

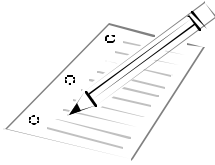
Summary and Closing:

Facilitator closes by asking each participant to share how they feel about exploring further the subject of sexual harassment.

Questions and Comments:

Facilitator should end the session by asking if there are remaining questions or comments related to this material. Keeping track of feedback will allow the facilitator to make useful changes in future presentations.

It would be helpful to ask participants to generate a list of questions they have about sexual harassment. Facilitator should record these questions and make sure they are all addressed by the end of the training.



HANDOUT A

Sexual Harassment Awareness Survey

1. When I think of sexual harassment:
 - The definition is confusing and unclear to me.
 - I'm not sure about the boundaries between sexual harassment and harmless flirting.
 - I think of it as a tool women use against men.
 - I understand the behavior it defines.

2. Of the following behaviors, check those that you think are part of the definition of sexual harassment, when the behavior is unwelcome:
 - Male employees rating their female colleagues according to their physical attractiveness as they pass an area where the men are working
 - Sexually explicit pictures on the office or plant walls
 - Talking about one's sexual exploits at work in a very graphic way
 - Job-related threats to gain sexual favors
 - A single request of a date
 - "Accidentally" brushing sexual parts of someone's body
 - Sexual innuendoes and dirty jokes

3. Sexual harassment can involve which of the following:
 - A man harassing a woman
 - A man harassing a man
 - A woman harassing a man
 - A woman harassing a woman

4. Women who file sexual harassment complaints:
 - Are committing career suicide
 - Are labeled as trouble makers
 - Are often lying
 - Usually wait until the behavior has gotten very serious

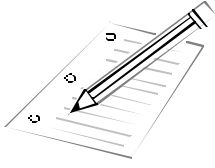
5. Most harassers are (check one):
 - Harmless flirts
 - Looking for a sexual partner
 - Trying to intimidate and humiliate the other person
 - Violent men

6. Targets of sexual harassment take the following actions: (check all that apply)
 - Quit their job
 - Try to ignore the behavior
 - Try to avoid the harasser
 - File a formal complaint or seek legal help
 - Go along with the behavior, acting as if they enjoy it
 - Tell the harasser to stop
 - Tell others about the harassment
 - Tolerate the behavior to protect their careers

7. The typical harasser is (check all that apply):
 - Man who is older than the target
 - Married and of the same ethnic background of the target
 - A chronic harasser who sexually harasses one person after another
 - Sexually insecure

True or false (Circle one):

- T F** 8. Women bring harassment problems on themselves by dressing or acting provocatively.
- T F** 9. Not all harassers are supervisors; coworker sexual harassment is on the rise and is expected to continue to increase.
- T F** 10. People harass others only when they are attracted to them.
- T F** 11. Women in jobs traditionally held by men are more likely to be victims of harassment than are other women.



HANDOUT B

Sexual Harassment Awareness Answers

1. This question is intended to help people think about their knowledge of sexual harassment. The only false response is: "I think of it as a tool women use against men." In reality, it is behavior perpetrators use against their victims to intimidate and humiliate them.
2. The only answer that is not part of the definition of sexual harassment is "a single request for a date." Under certain circumstances, all the other answers could be examples of sexual harassment that is prohibited under law and are generally deemed unwelcome by women.
3. All the answers are correct, although sexual harassment is a problem that particularly affects women.
4. The only answer that is incorrect is "they are often lying". Victims have more to lose than to gain by filing a complaint. According to studies carried out in the United States, only 3-7% of harassment victims ever file complaints.
5. The correct answer is "trying to intimidate and humiliate the other person." Sexual harassment is generally about power, not sex.
6. All the responses are correct, but few women ever file complaints, tell the harasser to stop, or even tell other about what happened. Most try to ignore it, try to avoid the harasser, or tolerate the behavior to protect their careers.
7. All the answers apply.
8. **False.** Both men and women often agree with this statement and blame the victim. There is evidence that women who dress or act conservatively are also sexually harassed.
9. **True.** Men, in particular, use gender power to sexually harass women colleagues.
10. **False.** People who harass others often want to intimidate them.
11. **True.** Women in jobs traditionally held by men (e.g., military positions) are more likely to be targets of harassment than are other women. This may be because some men feel threatened by competing with women in jobs they consider to be men's work.