

#TimesUp

Go Beyond Policy

In Managing Harassment

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What are we working towards?



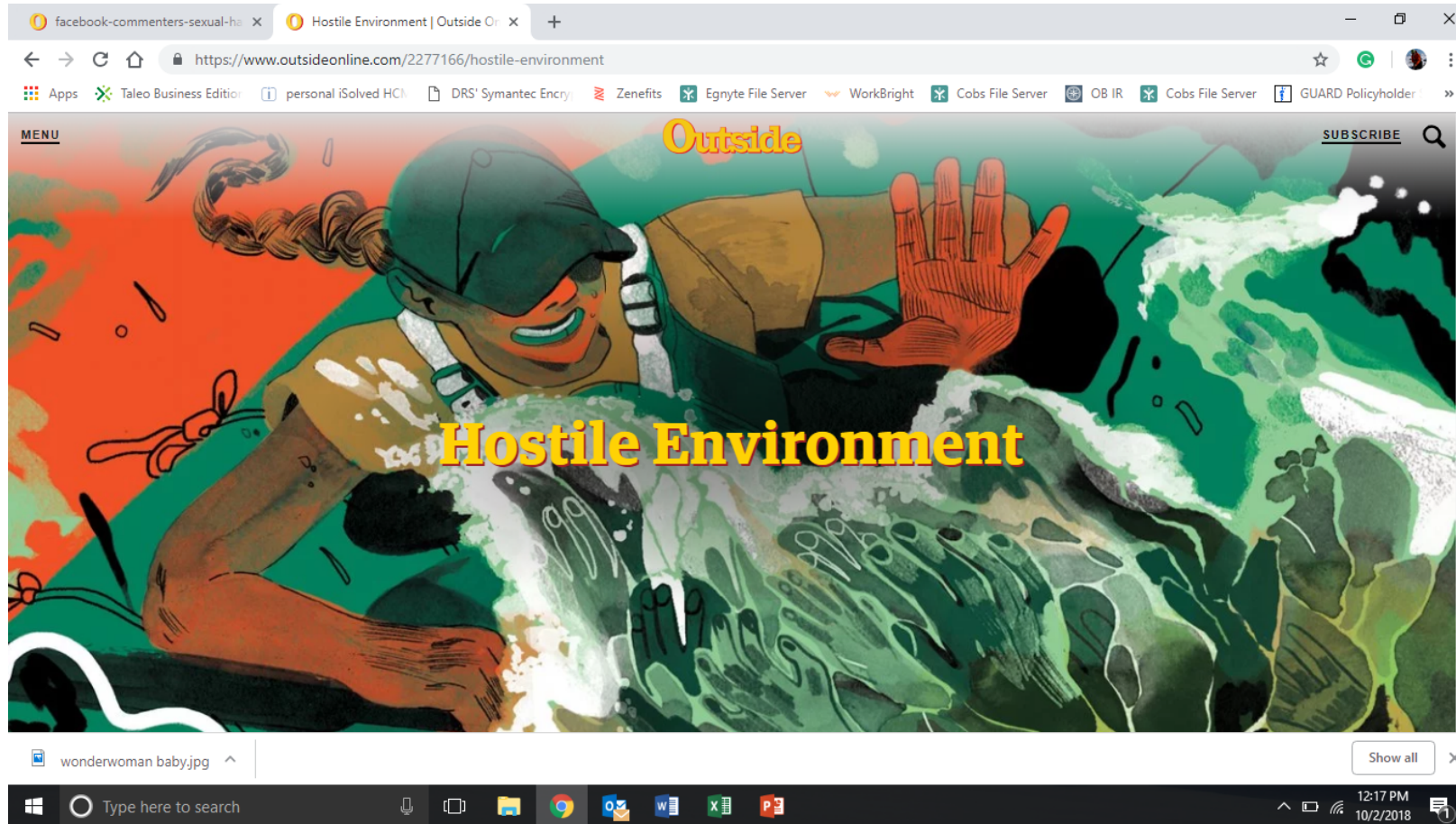
Photo: Zach Raney

Maintaining a safe workplace environment that is free of harassment and discrimination of any kind, and that promotes respect among colleagues.

What language do we need to understand?

- What is the definition of sexual harassment?
- What about harassment?
- What doesn't constitute sexual harassment?
- Does the harasser need to be a supervisor or of the opposite sex?

Outside Magazine Article



Study: Outside Magazine

In November 2017 Outside Magazine ran a survey that found:

- Some **70% of the 4,176 people** who responded reported that they'd been harassed in the outdoors or while working in the outdoor industry.
- 53% of respondents said they'd been sexually harassed while recreating. Of those, 93% have been catcalled, 56% have been followed by someone (by foot, in a car, or on a bike), 18% have been flashed, and 4% have been attacked.
- When asked if they'd ever felt afraid for their safety while recreating, 66% said yes. When asked about what they were most afraid of, 34% said "men" or "getting assaulted/harassed." "Bears" came in second with only 12%.

Narrative 1

One day during training, a male guide cracked a joke that began: “What’s the difference between a woman and a washing machine?”

The punch line—that a washing machine doesn’t follow you around after you dump your load into it—made Tompkins uncomfortable. “It just seemed really unnecessary,” she says. “You can have fun and be sort of raunchy without getting into that territory.”

Later that day, all the guides were together on the river when a different man told the joke again. Knowing that Tompkins disliked it, he singled her out to deliver the punch line. She refused. All her coworkers were there, egging her on. “That was hard for me,” she says. “I might’ve teared up a bit.”

Narrative 2

"It was the end of my fifth season as a teacher at an outdoor-education company. Everyone was dancing around the staff kitchen after a wedding. I was sober.

First, one of the supervisors grabbed my breast. Then a friend of mine snatched the hem of my dress and tried to pull it over my head—he got it to chest level before I was able to fight him off. Later, that same supervisor lunged at me from across the room, reached up my dress, and tried to take my underwear off. I shoved him away."

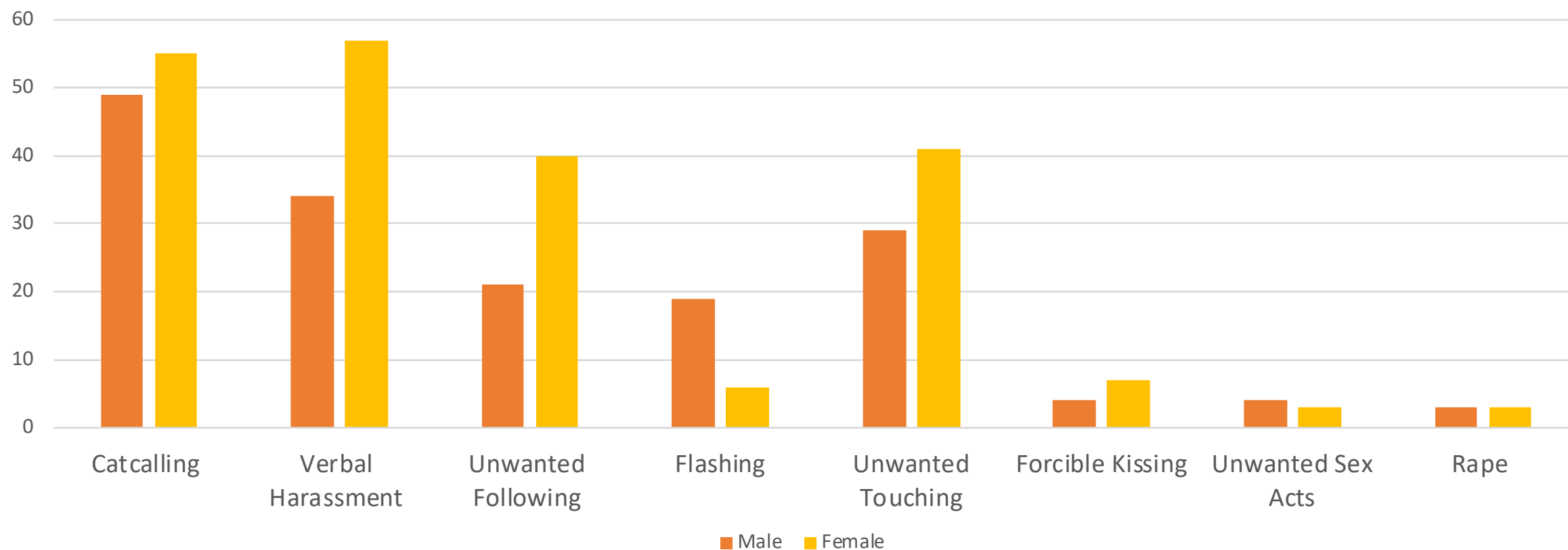
I was nervous to report it but I did, and the supervisor immediately resigned. The organization told me that he wouldn't have been fired, though, because it was too much of a 'he said, she said' thing. I was told not to take any further action because it would jeopardize the whole institution and I could be taken to court for defamation. I felt like it was swept under the rug."

Study: #SafeOutside

- Between May and July of 2018, the *Sexual Harassment and Sexual Assault in Climbing* survey had 5,300 climbers: 49% men, 48% women, 3% nonbinary/prefer not to say
- Of the over 5,000 individuals who responded to the #SafeOutside survey, 47 percent of the women surveyed and 16 percent of the men had experienced some form of sexual assault or sexual harassment during a climbing activity.

#SafeOutside

Experienced Specific SHSA Types



Response to the studies



Kurt F. I once had an idiotic left-wing survey appear in my Facebook feed, posted by an outdoor magazine with a leftist political agenda. Someone should kick them in the nuts (if they had any). It's disgusting behavior of Outdoor magazine to publish sexually explicit content in a public forum and ignore the interests and concerns of families, children, and people of all ages who choose to prefer not to be exposed to Outside magazine's poor choices and fascination with sexual deviancy and criminal behavior which is not relevant to the Outdoor magazine audience. Outdoor magazine's advertisers are losing more and more business as a result. Stop harassing readers with misguided views and unwanted politics.

Like · Reply ·    32 · 16 hrs

Case Study: The backcountry experience



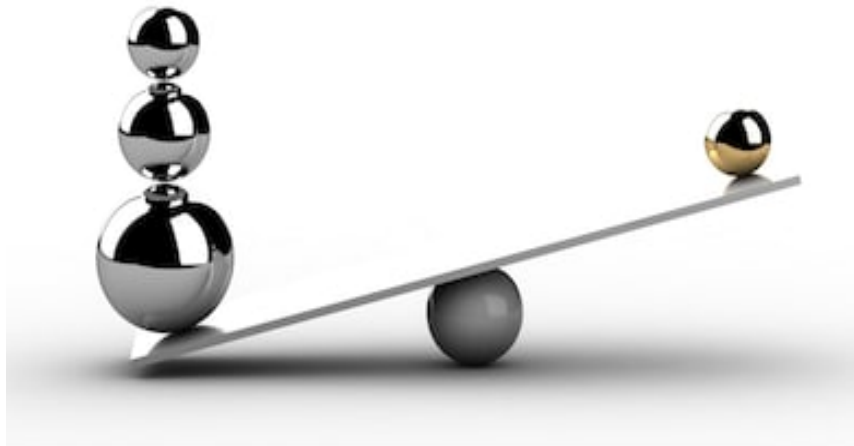
- Packed training schedules
- 2 instructors staffed
- Hierarchy
- Shared accommodations
- Long stretches of 24hr work
- Minimal access to outside influences and resources

Where do we start?



1. Identify culture norms and areas of power imbalances.
2. Clarify your reporting system and organizational response
3. Create a harassment policy.
4. Design and implement effective training.

1. Power Imbalances.



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- Where has your organization come from?
- What history of power abuse do you identify?
- Who has the power? Who doesn't? What about perceived power?
- How are you currently structured that may magnify power imbalances?

2. Organizational Response & Reporting



- What is your reporting system?
 - Clearly articulate who/how to report to.
 - Include this in your staff training so staff are aware of their resources.
- What is your organizations primary and secondary response?
 - See initial response slide.
- Secondary response.
 - Identify your resources, both internal and external, and train managers on how they are required to handle reports of an incident.

3. Creating a Sexual Harassment Policy



- Define sexual harassment.
- State in no uncertain terms that you will not tolerate sexual harassment.
- State that you will discipline or fire any wrongdoers.
- Set out a clear procedure for filing sexual harassment complaints.
- State that you will investigate fully any complaint that you receive.
- State that you will not tolerate retaliation against anyone who complains about sexual harassment.

Creating a Cultural Policy

- Start with a respectful workplace policy.
- Clearly define expectations for conduct.
- Include your staff in creating this vision.
- Highlight the role and your support of bystander intervention.
- Include an action plan for resolving disrespectful behavior.
- Identify ways in which your business practices can foster a positive workplace culture.

4 . Training



- Annual cycle
- Audiences
- Training Design: relevant to operating structure

Training



- Curriculum relevance to your organization: explore the grey areas and bring attention to your specific risks factors you identify, include bystander training as a key part.

Bystander Empowerment

- Engaging the community as allies in the prevention of predatory behavior is key.
- The goal of bystander intervention is to change passive bystanders into active bystanders who feel confident in their ability to “discourage, prevent, or interrupt” a sexual violence incident.
- Understand some of the issues that bystanders face:
 - bystander effect”, a diffusion of responsibility.
- Equip with knowledge and tools relevant to their group.

In the moment response

Goal: Generate confidence in the system

1. Listen: Thank them. Acknowledge the courage to have the conversation and recognize that this is not their fault.
2. Learn: Slow down the conversation; you often need to ask them tell you again. To come forward takes a lot of courage and this makes us shaky. Once the person knows you are ready to hear they can often tell you more details. Take notes if appropriate.
3. Close: Acknowledge again, recap conversation. Given we don't handle this this stuff every day, its important to breathe yourself and stay calm. Stop and plan. What is your job? Its usually to inform someone else. For less significant issue (such as a single joke) still take the time to step away and understand how this fits into the culture you want to develop, and figure out how to address it). Give a time line to speak again.

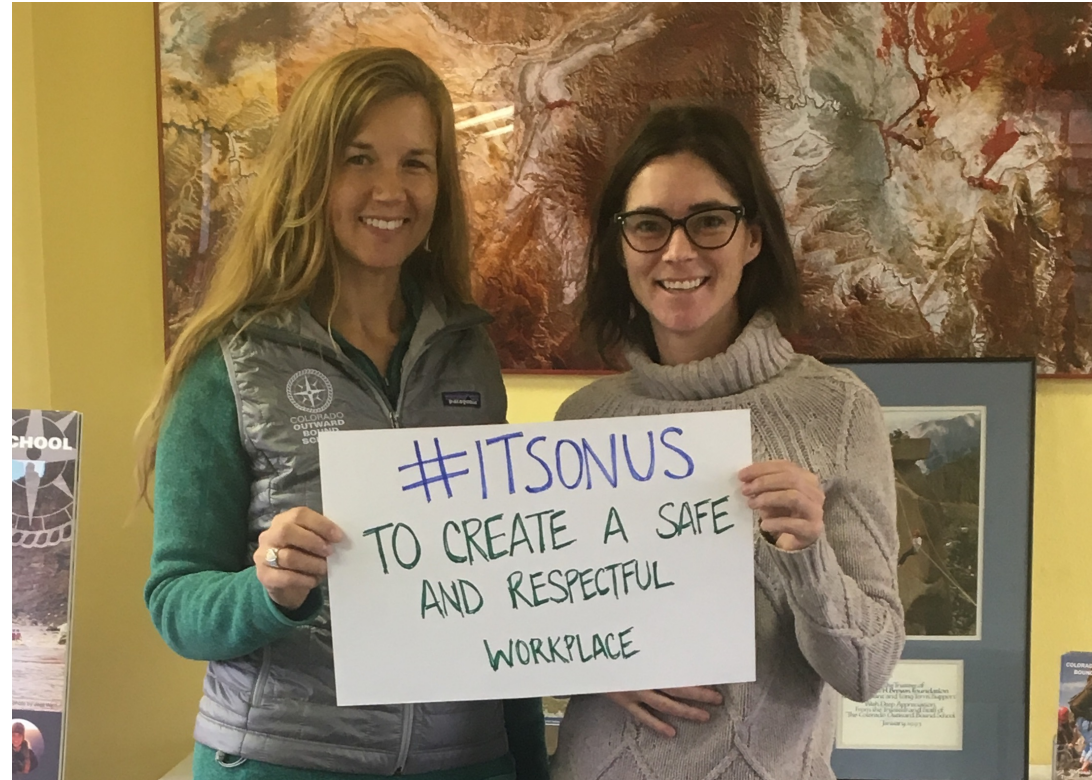
Case Study



Photo: Meagan Macomber

Recap

- This is work.
- Have the conversations.
- Clarify your systems and response.
- Create policies.
- Training.
- Keep doing the work.



#TimesUp

#ItsOnUs

Thank you.