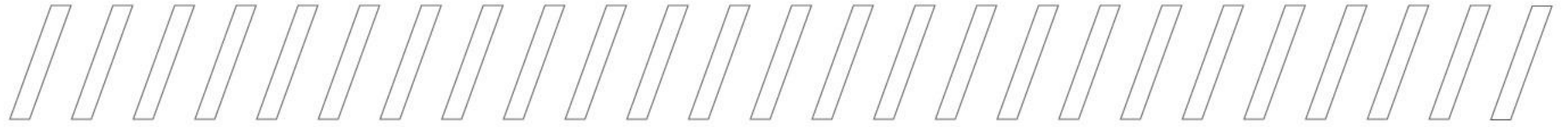


GENDER DISCRIMINATION & SEXUAL HARASSMENT

OKLAHOMA STATE Competitive Sports SPORTS



TITLE IX

1 is 2 many

328 Student Union | 1is2many@okstate.edu | 405-744-5470

Sexual Harassment



What is Sexual Harassment?

Sexual harassment is a form of gender discrimination and therefore prohibited under Title IX. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature and may include unwelcomed sexual advances, sexual assaults, or requests for sexual favors.



Forms of Sexual Harassment

QUID PRO QUO (This-for-That)

When Some Kind of sexual act is requested or required in exchange for something else

Example: An intramural referee offers to call more fouls on the opposing team and take it easy on your team if you sleep with them.

HOSTILE ENVIRONMENT

Significant discomfort is created for the victim and potentially interferes with the person's social, working, or academic life.

Example: Colvin staff members make persistent dirty jokes or offensive comments, engage in inappropriate touching, etc. during intramural games, claiming that it is “ part of the experience.”



Realistic Examples

- Unwelcome sexual flirtation, advances, or propositions for sexual activity.
- Continued or repeated verbal abuse of a sexual nature.
- Looking a person up and down in an intimidating or suggestive manner.
- Repeatedly asking someone for a date after they have indicated disinterest.
- Displaying sexually demeaning or offensive objects/pictures.
- Sexually offensive or degrading language used to describe an individual or remarks of a sexual nature to describe someone's body or clothing.



Realistic Examples Cont.

- Using names such as “doll”, “babe”, “sugar”, “honey”, etc.
- Making offensive sounds such as kissing sounds or “cat calls”
- Staring repeatedly at someone, blocking another person’s path or otherwise restricting their movements.
- Making sexual gestures with hands or body movements.
- Asking about someone else’s personal, social or sexual life or about their sexual fantasies, preferences or history.
- Discussing your own personal sexual fantasies, preferences or history.
- Offensive physical contact:
 - Massaging a person’s neck or shoulders
 - Touching a person’s clothing, hair or body - hugging, kissing, patting or stroking a person’s body
 - Touching or rubbing oneself in a sexual manner around or in the view of another person
 - Brushing up against another person
 - Tearing, pulling or yanking a person’s clothing
 - Sexual assault or other sexual contact



What to do?

The best way to avoid any concerns about where something sexually unwanted turns into harassment is to avoid any questionable behaviors altogether—including non-sexual forms of harassment or bullying such as name calling, mocking, or teasing.

This can also include spreading rumors about someone or excluding them socially. Bullying can also, of course, take more physical forms such as breaking their possessions or hurting them physically.

Bullying can also take place digitally—posting hostile messages to someone or about someone, or lying about someone on social media, or repeatedly sending unwanted messages or photos.

When making jokes or comments, stop and think: "Who am I making this joke at the expense of? Who will be hurt or offended if I make this joke?"



If you are experiencing harassment...

KNOW YOUR OPTIONS!

- Clearly communicate that you wish for the behavior to stop. Tell the person directly that they need to stop.
- Do everything you can to keep track of the instances-keep a record of when they occur, exactly what happens, and how you respond.
- Seek support from friends and family, or professional support if you need it.
- File formal complaints or reports to your supervisor, university administration, or anyone else you think could help you.



If you witness harassment at work:

Notice the situation and recognize that it is sexual harassment or discrimination.

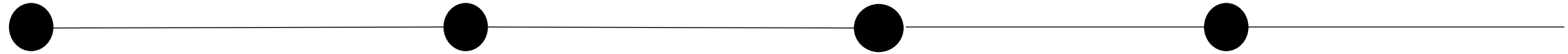
Intervene effectively- using one of the ways to intervene on the next slide.

Follow up and support the victim. Provide resources, support, and report the incident.



If you see something, say something!

Effective Bystander Intervention



Direct

Directly confront the individual about their behavior.

Distract

Distract the individual by asking a question or creating an excuse to leave.

Delegate

Delegate to other people about ways to help and intervene.

Delay

Wait and talk to the individual experiencing the harm until later and offer support.



Reporting and Support

Confidential Options

- **OSU Victim Advocates**
 - 405-564-2129
 - advocate@okstate.edu
- **Professional Counselors**
 - 320 Student Union
 - 405-744-5458
 - <http://ucs.okstate.edu>
- **University Health Providers**
 - 1202 West Farm Road
 - 405-744-7665

Non- Confidential Options

- **Student Support & Conduct**
 - 405-744-5470
 - 328 Student Union
- **OSU Police Department**
 - 104 USDA Building
 - 405-744-6523
- **Stillwater Police Department**
 - 723 S Lewis St
 - 405-372-4171



THANK YOU!

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