

Call the police or a local sexual assault center: Ann contacted the police immediately and kept an on-going log of each incident of surveillance and phone call.

Trust your instincts: If someone says or does something that alarms or annoys you, or makes you feel uncomfortable, don't be afraid to speak out.

Sonya spoke to Mark later that day and told him that what he did made her uncomfortable and that she didn't want him to do it again.

DO:

- Call 911 if you feel you are in immediate danger.
- Get emotional support.
- Treat the harassment as a serious threat.
- Document everything: names, situations, dates, times, witnesses (if any).
- Take care of yourself. Most harassment victims say that the situation is incredibly stressful. Remember that your safety and health should always be your foremost concern.

DON'T:

- Be afraid to call the police – remember, most sexual harassment is against the law.
- Try to reason with the harasser – his or her behavior stems from irrationality.
- Feel the need to justify your reaction to yourself or others.
- Assume responsibility for the harasser's behavior.
- Go home if you are being followed – seek help from a neighbor or some other accessible and safe place.

Where you can turn...

King County Sexual Assault Resource Center,
24-hour Resource Line: 1-800-825-7273

Northwest Women's Law Center, (206) 682-9552

Washington State Human Rights Commission,
1-800-233-3247

Office for Equal Opportunity, (206) 753-7049,
TDD (206) 586-4289

Equal Opportunity Employment Commission

**Sexual Harassment is a form
of sexual assault.**



King County
Sexual Assault
Resource Center

24-hour Sexual Assault Resource Line

1.800.825.7273

Toll-free in Western Washington only

King County Sexual Assault Resource Center
PO Box 300, Renton, WA 98057

tel **425.226.5062**

Business Line (Voice/TTY)

www.KCSARC.org

KCSARC is registered under the Washington State Charitable Solicitation Act (Chapter 19.09 RCW) and information relating to our financial affairs is available by contacting our office or the office of the Secretary of State. 86% of revenues are applied to charitable purposes

Women's Funding Alliance Member

Accredited by: Office of Crime Victims' Advocacy



read. think. decide for yourself.

**working
together to
understand and stop**

**sexual
harassment**



What it is...

SEXUAL HARASSMENT

Any unwanted sexual advance

A request for sexual favors

Verbal or physical conduct of a sexual nature which:

- Alarms, annoys or harasses you
- Interferes with your privacy
- Creates an intimidating, hostile or offensive living or working environment

Sometimes unacceptable words and phrases such as these can intimidate, annoy or alarm you:

- Honey
- Sweetie
- Doll
- Chick
- Damn good for a woman/man
- The weaker sex
- Just a woman/man

Even non-verbal communication can be sexually harassing:

- Tone of voice
- Facial gestures
- Body language
- Hand/arm gestures

Any word, phrase, look, gesture, or touch which makes your identity as a sexual being take precedence over all other identities (such as teacher, co-worker, friend, student, or parent) is inappropriate and should be considered sexual harassment.

Where it can happen...

- Over the phone
- On the street
- At school
- At home
- At work
- At a party or a meeting
- Anywhere

Behaviors it can include...

Sexual harassment takes many forms. It can occur in several different situations:

Janette was carrying her groceries to her car one Saturday afternoon. She noticed a man standing at a pay phone. As she passed him he interrupted his conversation, looked at her and said, "Nice legs!" Janette ignored his comment. As she continued on to her car she noticed that he was now following her.

Sonya was standing at her locker between classes. Her boyfriend, Mark, and a group of his friends approached her. She turned to greet them. Mark cornered her against the lockers cupping her breast in his hand and said, "Hey baby, I'm looking forward to Friday night," as his friends looked on in amusement.

Bill had recently begun a new job. Since his first day at work, a number of his female co-workers have made comments about his appearance and inquired about his sexual experiences. Last week during a lunch break Cheryl approached him from behind, put her hand between his legs and said, "I know what you're looking for."

Ann was getting off the bus with her grandson. She noticed an unfamiliar young man follow them through the neighborhood to their home. Later that evening she received a phone call from a man who made sexually explicit references to her and described what she had been wearing that day.

He threatened to harm her physically and described in detail what he intended to do to her. Ann continued to receive such phone calls for the next three months.

In these scenarios, Janette, Sonya, Bill and Ann are being sexually harassed. Sexual harassment significantly affects the way you feel about yourself, your identity, skills, abilities and well-being. Here are some of the ways sexual harassment can make you feel:

- Ostracized
- Fearful of further abuse, or of being blamed
- Vulnerable
- Powerless
- Annoyed
- Angry
- Confused
- Frustrated
- Shocked
- Embarrassed
- Isolated
- Hopeless

As someone who is experiencing sexual harassment you may find your feelings fluctuate and change. It may be difficult to know how to respond/ what to do/ where to turn. Your personal safety is what's most important.

Here are some things you can do:

Tell the harasser to stop: You have the right to live and work in an environment that feels positive and safe.

Janette turned and confronted the man who was following her, demanding to know what he was doing.

Tell someone/confide in someone you trust: Bill spoke to a co-worker about the incident with Cheryl and together they met with the supervisor.



read. think. decide for yourself.