

HOW TO RESPOND IN THE MOMENT

Tell the person to stop. Sometimes sexual harassment is the result of miscommunication, so if someone is making you uncomfortable, it's important to clearly establish your personal boundaries and comfort level. As directly and explicitly as possible, communicate that his/her behavior is offensive and unwanted. Figure out ahead of time which words would be the strongest to communicate your discomfort in a situation. Practice using your voice to deliver this message effectively. Some examples might include, "It makes me uncomfortable when you hug me. Please don't do it," or "Please don't ask me out again. I'm not interested."

Do not make excuses. It might seem easier to make excuses like, "I have a boyfriend," or "I have plans on Friday night." But these don't address the real issue and could encourage the harasser to persist. Hold the harasser accountable for his/her inappropriate behavior and identify that behavior as sexual harassment. Don't worry about hurting his/her feelings; he/she obviously isn't worried about hurting yours.

Your body language is an important tool for communication. Laughing or smiling can undermine what you are saying and communicate that you aren't serious. Sit or stand up straight, and look the harasser directly in the eye while speaking with a firm voice.

Remain firm and refuse to engage in a debate. Sometimes a harasser will make excuses for his/her behavior or try to convince you that he/she didn't mean to offend you. An argument can be a way for a harasser to maintain control and manipulate you into submitting to his/her desire.

Remain calm, composed, and nonviolent. Do not do anything that could jeopardize your safety or call your character into question. Unfortunately, victims of sexual harassment are unfairly scrutinized. Don't provide any ammunition that could be used against you.

Get away from the harasser as soon as you can. If the person continues to harass you after you've attempted to clearly communicate your desire for him/her to stop, there could be a larger problem involving discrimination or abuse. You may need to seek assistance from a bystander. Once you are safe, ask an authority figure for help.

HOW TO RESPOND AFTER BEING SEXUALLY HARASSED

Sometimes individuals are unable to respond to sexual harassment when it is happening. People don't always have the energy or are not always prepared to address an inappropriate comment in the moment. An incident could catch a person off guard, or he/she might be too scared to speak up at the time that he/she was harassed.

Always trust your instincts when it comes to your safety.

You have a right to speak up for yourself. It takes strength and conviction to stand up for yourself, and the more you do the more powerful your words will become. If you aren't comfortable confronting your harasser face-to-face, write him/her a letter. Tell your side of the events that took place, including how the incident made you feel at the time, and if it affected you negatively afterward (e.g., inability to concentrate, feelings of depression).

Demand that the harasser stop the inappropriate behavior. The letter can be delivered personally, by a trusted friend or witness, or by an authority figure. Keep a dated copy of the letter for yourself.



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HOW TO RESPOND WHEN YOU ARE A WITNESS TO SEXUAL HARASSMENT

Refuse to be a passive bystander when you've witnessed harassment. Speaking out against harassment contributes to your own safety. Sometimes when someone is being sexually harassed, he/she is too embarrassed or shocked to respond on his/her own. That person may need for someone to intervene. If you observe someone being sexually harassed, ask if he/she needs help and how you might be able to help. You could say, "You look uncomfortable. Is there some way that I can help?" Tell the victim that he/she does not need to tolerate abusive behavior. Encourage the victim to stand up to his/her harasser and offer your support by volunteering to be a witness.

Stay calm while speaking directly and firmly, and help the victim leave the situation as quickly as possible. Being loud could draw attention to the situation, which may embarrass or anger the harasser. These emotions could escalate the situation and create unnecessary danger. Offer to escort the victim to his/her destination.

Tell the victim that he/she is not to blame for the harassment. Many people believe that they have done something to cause the harassment. The witness should assure the victim that he/she is not to blame. The witness could say, "That person was out of line. You deserve to be treated with respect."

File a report. This can be done whether or not the victim comes forward. It's not unreasonable for you to want for your school to be a safe environment for all students. If another person's behavior seems suspicious, you have a right to call attention to it in order to create a harassment-free environment.

HOW TO RECORD INCIDENTS OF SEXUAL HARASSMENT

Whether you are being personally harassed or witnessing incidents of harassment, write down what you saw or heard as soon as possible. Take notes every time it happens. The Five W's below are a good guideline:

WHO—Who was involved? If you know their names, write them down. If you don't, write down a description of their physical appearance including age, hair color, height, build, and clothing.

WHAT—What happened? Note the exact details of the incident, including specifics about the harasser's body language, the exact words he/she used, and if there was any physical contact—exactly what happened.

WHEN—What was the date and time of the incident? Even if you don't look at a clock immediately afterward, write down the approximate time that the incident occurred. You could write down, "Between second and third period," or "After school before the buses left," or "12:37 p.m." Write down whatever you know.

WHERE—Where did it happen? Was it on the second floor of your school? In the cafeteria? In front of locker number 312?

WITNESSES—Were there any witnesses to the incident? Who were they? Did a security guard walk by? A teacher? Maybe another student? Was a group of friends there? Write down their names if you know them or physical descriptions if you don't.

Having a record of a sexual harassment incident will give you clarity when you tell your allies and the authority figures at your school. It will help you keep the facts straight, give you a place to vent your frustrations, and decrease your self-doubt. Document the effects of the harassment on your physical and emotional well-being and your school performance. Keep a journal that includes any negative feelings that are the result of the harassment (e.g., feelings of depression, an inability to complete schoolwork, etc.). Keep copies of tests and papers that may have suffered as a result of the sexual harassment. If you are being harassed by a teacher,



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document any threats or demands he/she may impose on you, such as threatening to giving you a poor grade or taking away a privilege. This type of evidence strengthens a report of sexual harassment.

HOW TO REPORT SEXUAL HARASSMENT

The first step is to know your rights as a student. Every school in the United States is required to have policies and reporting procedures that cover sexual harassment. It is the school's responsibility to make sure those policies and procedures are readily available to students. Solicit the help of a parent or family member who will support you in this process. Find out who is responsible—the principal, vice principal, guidance counselor—for handling the sexual harassment complaints at your school.

HOW TO COPE WITH FEELINGS

Sexual harassment can be traumatic. Experiencing sexual harassment, especially in silence, can lead to many negative feelings. It's important to talk to others about your experience. Most harassers have more than one victim. Speaking up can help you gain the support you need to protect yourself and others. You may not have the power to stop sexual harassment on your own, but by telling others you gain support and power in numbers, which could help you to figure out the best response together and take action.

In our research we found that students who experienced sexual harassment said it impacted their ability to focus in school for a variety of reasons. Some felt the effects of sexual harassment as depression: "I couldn't concentrate and kept crying for no reason," or "My grades dropped and I was always depressed." Others experienced fear and insecurity: "I was scared to come to school" or "I felt very unsafe." Still others felt violated: "It was disturbing and kept flashing through my head," or "I felt violated." Additional negative effects that students expressed after being sexually harassed included: feeling bad about themselves (e.g., their body, their intelligence, their ability to be respected); feeling guilt, blaming themselves for the experience; replaying the incident over and over in their heads; being scared to go back to the location of the incident; being afraid to interact with their harasser again; questioning their ability to stand up for themselves.

In cases of severe emotional distress, speaking to a mental health professional who understands how the experience of sexual harassment may impact one's psychological well-being may be necessary. Remember that sexual harassment is not your fault. Sexual harassment is a behavior that is imposed on the victim, not one that the victim asks for.

Self-defense classes offer safe spaces for you to regain your confidence, practice using your voice, and learn how to protect your body from harm. Self-defense classes are often offered free to women and LGBTQ people at local gyms or community centers. Self-defense may sound like it involves violence, but there are many forms that do not involve physical action. The first method of defense is using your voice. If you are still uncomfortable or unsafe after telling the person to stop, removing yourself from the situation is the next strategy of self-defense. Using physical techniques is always the last resort.

HOW TO IDENTIFY ADULT ALLIES INSIDE AND OUTSIDE OF SCHOOL

An adult ally is someone who lends their support to a young person who has been the victim of sexual harassment. Allies listen to and trust young people's experiences, opinions, and ideas. Adult allies recognize that young people are the experts in their own experience and know that adults do not have all the answers. An adult ally values the experiences and opinions of youth. They offer guidance and assistance, but do not force their own judgments and ideas on youth. An adult ally works with young people to prevent and respond to sexual harassment.

Getting to know teachers, counselors, and administrators you feel comfortable with, even if they don't teach or counsel you personally, can be extremely beneficial. You can also find adult allies in your family. Many of you have aunts, uncles, and grandparents you trust.

Adult allies are in a unique position to assist young people in promoting and working toward social change. They can raise awareness among adults about age bias that functions to normalize discrimination against young

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people. They can challenge and educate other adults about the privilege their age automatically brings them.

Having adult allies is important for youth. They can provide resources, information, and access to solutions that cannot be supplied by other young people. If the adult ally is in the school, they can increase their supervision over the harasser. Adult allies will respect you, listen to you, and advocate on your behalf. All of this is vital when something inappropriate or dangerous happens.

Unfortunately, many school officials see sexual harassment as typical of youth. They believe sexually harassing others and being sexually harassed are inevitable. Many of the same adults have been victims of or engaged in sexual harassment themselves and are unaware or uneducated about the issue. This doesn't make them inherently bad, but it means you may have to search for an empathetic adult who understands sexual harassment and sees it as behavior that should not be tolerated.

Here are some characteristics of an adult ally:

- Believes the victim
- Doesn't blame the victim
- Takes the victim's issue seriously and doesn't downplay its importance or impact
- Intervenes when sexual harassment or age discrimination occurs
- Is willing to talk with and listen to young people
- Is open to criticism (especially from youth) about their own biases, shortcomings, or lack of understanding as a result of their age
- Recognizes their own limitations and takes responsibility for their mistakes
- Treats everyone with dignity and respect regardless of age, gender, sexual orientation, race, ability, etc.
- Has antidiscrimination rules for their classroom and incorporates anti-oppression lessons into their teaching
- Helps students organize against discrimination (e.g., poster campaigns, school assemblies, after-school groups)

HOW TO RESPOND TO A YOUNG PERSON WHO HAS BEEN SEXUALLY HARASSED

Sexual harassment is not an easy topic to discuss, but it's important to remember that as uncomfortable as you may be with the topic, a victim of sexual harassment is probably much more uncomfortable. When a young person comes to you to talk about the incident, he/she is expressing that you are an adult whom he/she trusts. The young person has taken a brave step, and it is important that you handle the situation with patience, sensitivity, and understanding while refraining from negative judgments about those involved. Listen to the young person and answer the questions that come up to the best of your ability. If you need assistance with factual information, don't be afraid to say that you don't know and take time to utilize books, websites, or other people as resources. Remember to make it clear that the victim is not at fault for the harassment he/she has experienced.

Depending on the severity of the situation, and what the young person wants to do, school officials may need to be notified. The student may need your assistance in explaining what happened to school officials. The events should be recorded in writing with as much detail as possible, including any witness accounts of the incident. (A good guideline is the Five W's. See *How to Record Incidents of Sexual Harassment*, page 146.) It is also important to let the young person know that you will support him/her and follow through with what you both agree upon as the next steps, such as confronting the harasser and/or reporting the incident.

Keep in mind that girls and LGBTQ youth can be especially vulnerable to sexual harassment, and that its effect on their confidence, self-esteem, ability to concentrate, stress level, school participation, and social development can be devastating and long-lasting. (See *How to Cope with Feelings*, page 148.) The feelings the victim is dealing with do not always end once the incident is addressed. Continue to take time to ask the young person how you can support him/her.



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RESPONDING TO A YOUNG PERSON WHO HAS BEEN ACCUSED OF SEXUAL HARASSMENT

Don't assume a young person's innocence or guilt. Let them explain the incident and ask nonjudgmental questions. (An example of a judgmental question is "Don't you know better than this?") A person accused of sexual harassment may say they didn't mean to do so, and they may not understand why their actions have been interpreted as hurtful. It is important to explain that sexual harassment is not simply a matter of the harasser's intention, but is determined by the perception of the victim. If the harasser made the victim feel uncomfortable or unsafe, it is harassment.

Growing up, young people receive mixed messages about how to interact with one another from their families, their peers, and the media. Sometimes these messages tell them that girls and women are inferior to boys and men, and that LGBTQ individuals are abnormal, which provides an excuse for treating these groups poorly. The bottom line is that everyone deserves to be respected. To help the young person better understand what has happened and why, ask them some evaluating questions:

- Would you engage in the same behavior in front of people you respect (e.g., parents or teachers)?
- Would it be okay if someone else did the same thing to your brother or sister?
- Would you continue the behavior if you knew it made the person uncomfortable?
- How do you think the victim feels?
- How can you rectify this situation?

For more resources, visit ggenyc.org.

STRATEGIES FOR PREVENTION FOR PARENTS, SCHOOL STAFF, AND STUDENTS

Sexual harassment is not so different from other bias-based behaviors, including racism and homophobia. Although individuals can and should stand up to perpetrators of sexual harassment, the strength of the effort can be increased by coming together to organize and advocate for one's rights and the rights of others. Public schools are supposed to be welcoming, safe places for all students, and people must work together toward this common goal to ensure that is the case.

HOW PARENTS CAN PREVENT SEXUAL HARASSMENT IN SCHOOLS

Parents of students who are sexually harassed can feel powerless, and being a part of a group effort to address the issue can combat this feeling of frustration. The first step to working together is having a willingness to work *with* the school to make it a safer environment for students. Parents can do this by seeking out opportunities to join leadership groups, like the parent-led Mother's Agenda NY, CGES, or even the Parent-Teacher Association. If there isn't a group you feel is sufficiently meeting the school's safety needs, you can always start an anti-discrimination group yourself for parents, teachers, students, or any combination of the three. Acting as a leader in your student's school sets a positive example for your child in teaching him or her how to stand up for his or her rights, showing him or her that perpetrators—whether individuals or institutions—can be held accountable, and demonstrating that change is possible. You have the right and responsibility to make sure your children are protected from violence and harassment at school.

We talked earlier about the reasons parents may not be able to participate in leadership groups, so here are some strategies parents can implement in their daily lives to help prevent sexual harassment in schools:

- Model appropriate behavior. Refuse to laugh at sexist, homophobic, or transphobic comments and jokes. Have discussions with your child about why those things are not funny.

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- Encourage your child to speak up for him or herself. Promoting self-confidence in a child is the first step to prevent him or her from becoming victims of sexual harassment or other types of abuse.
- Encourage your child to discuss school life with you, including grades, sports, extracurricular activities, and friends. Let your child know you are interested and available to talk, no matter what the topic.
- Talk to your child about why prejudice and discrimination are hurtful and correct any misconceptions they may have about other groups.
- Use language that is inclusive of both genders and avoids stereotyping individuals based on gender, sexual orientation, race, ethnicity, or other characteristics.
- Suggest and seek out ways your child can participate in leadership training opportunities at school or elsewhere.
- Raise your child's awareness of other people's feelings. Fostering a sense of respect, empathy, and compassion will help prevent your child from hurting others.
- Talk to your child about healthy friendships and dating relationships.
- Take advantage of "teachable moments." When an incident of sexual harassment occurs in your presence (whether in the school, on the street, or in a store), seize the opportunity to raise your child's awareness about sexual harassment and openly communicate to your child that such behavior is unacceptable, hurtful, and illegal.
- Request a copy of your child's school's sexual harassment policy. Keep it on hand as a reference. If any part is unclear to you, make an appointment with an administrator to clarify any questions or concerns you may have about the policy or reporting procedures.
- If your child's school does not have a sexual harassment policy or has a policy that is confusing or inaccessible, talk to the school administrator or a school board representative.
- Discuss the school's antidiscrimination policy with your children. Let them know that you are aware sexual harassment is a problem in schools, and that you are available to talk about it.
- Ask your child's school to put sexual harassment on the agenda for parent-teacher meetings or events, as well as parent discussions. If you are qualified, offer to lead a discussion group or series of talks for the parent community.
- Create and distribute materials to help other parents and their children discuss issues like sex education, gender equity, and sexism.

HOW SCHOOL STAFF CAN PREVENT SEXUAL HARASSMENT

IN SCHOOLS

It is important for schools to address sexual harassment for several reasons: (1) It is against the law. (2) It can be costly to a school or district. (3) It makes learning in schools very difficult and sometimes impossible. (4) Everyone involved has the potential to be hurt in some way (the victim, the harasser, bystanders, school staff, and others). Students and school staff must be able to feel safe in their schools and maintaining a safe school environment is everyone's responsibility. By law, every school receiving federal funding must have an official policy for sexual harassment, and if a school doesn't have an official policy, or does not follow it, it is breaking the law.

Teachers are the front line of defense for students in preventing sexual harassment in schools, and advocating on students' behalf can sometimes endanger one's position. Here are some strategies we suggest you cautiously use to be an ally to your students:

- Become or identify an adult ally for students who can handle sexual harassment issues that concern students. This person can serve as a liaison between students and administrators on sexual harassment concerns (as opposed to a person who receives formal complaints). This signals to students that there is someone they can talk to who understands.
- Talk to other staff members about sexual harassment prevention and form a coalition of sexual harassment advocates in your school who support the students and each other in creating a safer

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environment.

- Include information about sexual harassment as a part of every classroom’s code of conduct for students. Hold students accountable to this code of conduct.
- Reach out to students who are frequently picked on or made to feel badly about themselves. Let them know you care about them. Encourage them to stand up to this form of aggression and stand up to it yourself as well.
- Model the behavior you want to instill in young people. Never tolerate behaviors and comments by students or colleagues that have a tone of gender insensitivity or disrespect. Speak up when students or colleagues stereotype males, females, and LGBTQ people or make discriminatory jokes or comments. Ignoring actions or remarks that trivialize or put down girls, women, and LGBTQ people communicates that such put-downs are acceptable, feeds into sexual harassment, and suggests that females and LGBTQ people are inferior and undeserving of protection.
- Take advantage of “teachable moments.” When an incident of sexual harassment occurs in your presence, seize the opportunity to raise awareness about sexual harassment and openly communicate to your students that such behavior is unacceptable, hurtful, and illegal.
- Give your students an anonymous survey about their experiences of sexual harassment in school that gains information about students’ perceptions of the problem and the impact sexual harassment can have on students. Then share the results with school administrators to raise consciousness about the problem.
- Empower students to speak up if they are sexually harassed. Advise students to tell the harasser, firmly and assertively, to stop. Point out that body language and facial expressions are as important as words in delivering this message.
- Use prevention posters that inform students and staff about sexual harassment and make sure they are prominently displayed throughout the school.
- Check restrooms periodically for graffiti of a sexual nature or that spreads sexual rumors about students.
- Ask the administrators at your school to hold an assembly about sexual harassment and to bring in educators who are qualified to speak to each class about the topic.
- Check to see if there is a sexual harassment policy and Title IX coordinator at your school. If there isn’t one, find out who you can speak to in order to advocate for one without endangering your position. You can even volunteer to write the policy and grievance procedures yourself, and include the students in the process of doing so.
- Have regular contact with parents, and include them in any incidents that occur, particularly if disciplinary action is taken.

HOW STUDENTS CAN PREVENT SEXUAL HARASSMENT

IN SCHOOLS

Many of us—especially women, people of color, LGBTQ people, those who are differently abled, immigrants, and people living in low-income communities—are taught to be silent about the injustice that we endure. We are taught that speaking up for ourselves and our communities will bring more harm than good, and while it is true that advocating for our rights is full of disappointments and hardships, remaining silent will never bring about change. Students have the power to speak out about sexual harassment and join forces with other students, parents, and teachers in order to raise awareness and change the climate of their schools to one of respect and safety.

- Educate yourself about sexual harassment, especially your school’s sexual harassment policy. Know what kinds of behaviors are prohibited in your school, what the consequences are for these behaviors, and how to report infractions.
- If your school doesn’t have a sexual harassment policy or formal reporting procedures, find out who

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- you need to speak with to advocate for them to be instituted at your school.
- Never tolerate behaviors and comments by other students or teachers that have a tone of gender insensitivity or disrespect. Speak up when people stereotype males, females, and LGBTQ people or make discriminatory jokes or comments. Ignoring actions or remarks that trivialize or put down girls, women, and LGBTQ people communicates that such put-downs are acceptable, feeds into sexual harassment, and suggests that females and LGBTQ people are inferior and undeserving of protection.
 - Start a student group that fights discrimination in your school. You may even recruit a teacher to sponsor the group.
 - It's important to figure out not only what to do for yourself, but also how you can empower others. Lead a discussion about sexual harassment with your peers or speak about it at a school assembly.

Myths about Sexual Harassment

MYTH: Sexual harassment is the same thing as flirting.

FACT: They are not the same thing. Sexual harassment is an *unwanted* behavior while flirting is a *wanted* behavior. Here are some ways to tell the difference:

Flirting	Sexual Harassment
Feels good	Feels uncomfortable
You enjoy it	You feel ashamed
Motivated by attraction	Motivated by power
Shared	One-sided
Flattering	Humiliating

MYTH: All perpetrators of sexual harassment are male.

FACT: Most harassers are male, but the truth is that boys *and* girls can sexually harass another person regardless of their sex. This means that victims and perpetrators can be male or female. Boys can sexually harass both girls *and* boys, and girls can sexually harass both boys *and* girls.

MYTH: You can only be sexually harassed by someone close to your age.

FACT: Sexual harassment doesn't just happen among your peers. It can also involve adults. Sometimes teachers, administrators, counselors, and other adults in the school may sexually harass students. This also means that students can sexually harass adults.

MYTH: If girls wear sexy clothes or play around with boys, they're asking to be harassed.

FACT: People sexually harass others to make themselves feel more powerful. Nothing someone says, does, or wears makes sexual harassment their fault. Girls and boys should have the right to wear whatever they want and be safe from sexual harassment.

MYTH: Girls make up stories about being sexually harassed because they want attention or revenge.

FACT: Sexual harassment is a frequent occurrence in the lives of all students, but especially for girls. Research shows that most girls don't file complaints even when they are justified in doing so. False complaints are extremely rare because reporting sexual harassment is difficult and the process can be very hostile to the woman making the complaint. Also, being identified as a victim of sexual harassment is a humiliating experience for most women. If someone tells you they have been sexually harassed, it is very important to believe them.

MYTH: If you don't mean to make someone uncomfortable, it isn't sexual harassment.



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FACT: Intention is only part of the picture, and a person can sexually harass someone else without intending to or knowing it, but this is still sexual harassment! Remember that sexual harassment is determined by the way the victim feels. If your behavior makes them feel uncomfortable or unsafe, it is sexual harassment.

MYTH: Everyone is comfortable with the same types of physical contact.

FACT: It is important to keep in mind that everyone's comfort with physical contact, like hugging or hand-holding, and personal space is different. Comfort with physical contact and personal space is determined by one's culture, family dynamics, and trust of others with whom one has a relationship. When you are unsure about how someone else feels, ask them.

MYTH: If I see someone else being harassed, I do not have to report it.

FACT: If you witness sexual harassment, it is your responsibility to report it. It is up to all of us to keep our school and community safe.

MYTH: If being sexually harassed were serious enough, the person who was harassed would report it.

FACT: Sometimes people who have been harassed are embarrassed or scared to tell. They may feel like they are the only person to whom this has happened or think it was their fault. They may need a friend to help them report it.

MYTH: Sexual harassment is just harmless fun. It doesn't really hurt anybody.

FACT: Sexual harassment is serious, and it can be very harmful. There are many physical and psychological effects for people who are sexually harassed, such as a loss of trust in people, feeling bad about themselves, making bad grades, and even getting physically sick. Perpetrators of sexual harassment often use the behavior as a means to express power, control, and sometimes hostility toward women.

MYTH: There are no serious punishments for sexual harassment.

FACT: A student can be suspended, removed from sports teams, and in some cases, expelled from school for sexually harassing someone else.

MYTH: The best way to stop sexual harassment is to ignore it.

FACT: Ignoring sexual harassment will not make it go away; in fact, perpetrators often interpret silence as an indication that the behavior is enjoyed and encouraged, which can result in the harassment getting worse. If you are a victim of sexual harassment, the first thing you should do is firmly tell the person to stop. If they don't stop, you should get away from them and tell an adult whom you trust in your school.



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Sexual Harassment Quiz

Can you tell the difference between wanted and unwanted actions? Which scenarios do you believe are sexual harassment?

- (A) Dawn asks Chris on a date, and he happily accepts.
- (B) Nick pulls Jonathan's pants down at recess in front of their friend Michael.
- (C) Anna and Emily like to hold hands when they walk to class.
- (D) Maya keeps bugging Taylor for a date after he says no many times.
- (E) Coach Brady offers to let Keisha skip gym class if she gives him a kiss on the cheek.

Answers

- (A) No, because Dawn wants to go out on a date with Chris, and Chris wants to go out on a date with Dawn.
- (B) Yes, because Jonathan does not want his pants pulled down, and Nick embarrassed Jonathan. (Bonus Question: How many people are being sexually harassed? Answer: two. Jonathan is being harassed because his clothes are being pulled down to show his body. Michael is being harassed because he is being forced to see Jonathan's body.
- (C) No, because both Anna and Emily like to hold hands. However, this may still be inappropriate for the school environment.
- (D) Yes, because Maya is not respecting Taylor when he tells her no.
- (E) Yes, because a teacher should never make a sexual request of a student for any reason, as it is an abuse of his or her authority. This is an example of quid pro quo sexual harassment.



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Sexual Harassment Survey

Thank you for taking our survey about sexual harassment* in schools. We are trying to find out about the experiences that students have. Your responses are important to us. All of your answers are *anonymous* and *confidential*!

1. What is your gender?

- Male
 - Female
 - Other (*please specify*)
-

2. What is your race/ethnicity?

Age? _____

3. What school do you attend?

4. Do you think sexual harassment is a problem in your school?

- Yes
- No

5. Have you been sexually harassed at your school?

- Yes
- No

6. How often are students (including yourself) sexually harassed at your school?

(*choose one answer*)

- Daily
- 2–3 times a week
- Once a week
- 2–3 times a month
- Once a month
- A few times a year
- Never

7. Ways that students are sexually harassed at your school include (*choose all that apply*):

- Pressure for sex or sexual activity
- Touching, pinching, or brushing against a person sexually and on purpose
- Leaning over or cornering a person
- Sexually suggestive looks, gestures, or body language (examples: licking lips, moving hips in a “humping”

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motion)

Letters, phone calls, or Internet communication (email, Myspace) of a sexual nature

Pressure for dates

Sexual teasing, jokes, remarks, or questions (examples: calling a person a “slut” or “fag”; telling someone they have a nice body)

Whistles, calls, hoots, or yells of a sexual nature

Sexually explicit pictures or music on cell phones or other electronic devices

Forced sexual activity

Other (*please specify*)

8. How often do the following people *sexually harass others* in your school?

(choose one answer for each category)

- | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Male student |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Female student |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Classroom teacher |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Substitute teacher |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Gym teacher |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Security guard |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Principal/Vice Principal |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Custodian |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Other _____ |

9. How often are the following people sexually harassed in your school?

(choose one answer for each category)

- | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Male students |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Female students |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Gay/Lesbian/Bisexual students |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Transgender students |

10. How often does sexual harassment happen at these places in your school?

(choose one answer for each category)

- | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|---------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Locker room |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Library |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Security Station/Scanning |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Staircase |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Classroom |



GIRLS FOR GENDER EQUITY

How to Stop Sexual Harassment

- Hallway
- Lunchroom/Cafeteria
- After school
- Outside on school property

11. Have you ever reported sexual harassment at your school?

- Yes (if yes, answer question 11a)
- No (if no, answer question 11b)

11a. What happened when you reported it?

11b. Why have you never reported it?

(choose all that apply)

- I tried to get help, but was ignored by school staff.
- I have never seen staff stop sexual harassment in the past.
- I have never seen someone being sexually harassed.
- I don't know how to report it.
- Other *(please specify)*

12. If I were sexually harassed at school, I would . . . *(choose all that apply)*

- Tell a friend
- Tell my parent/caregiver
- Tell a teacher
- Mope around
- Drop out
- Nothing
- Other *(please specify)*

13. Has sexual harassment ever impacted your ability to focus in school?

- Yes *(if yes, answer question 13a)*
- No *(if no, go to question 14)*

13a. Please explain:

14. Sexual harassment is discussed in schools . . .

- All the time
- Sometimes
- Rarely
- Never

15. Do you believe that schools should provide more help for victims of sexual harassment?

- Yes
- No

16. Most often, how are students who sexually harass others dealt with by staff (teachers, principal, counselor) in your school?

(choose one answer)

- Given detention
- Suspended or expelled from school
- Sat down and talked to
- Parent/caregiver called
- Nothing happens to them
- Police report is filed
- I don't know
- Other *(please specify)*

17. What is the official policy on what should happen when incidents of sexual harassment happen in school?

(write only if you know)



How to Stop Sexual Harassment

18. I blame _____ the most for sexual harassment happening in schools.

(choose one answer)

- Department of Education
- Principal
- Students
- Teachers
- Myself
- Other (please specify)

19. What can people do to prevent sexual harassment from happening in schools?

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