**Video Title:** Sexual Harassment Prevention Made Simple Course

**Video URL:** <https://www.youtube.com/watch?v=2ydiqxAat8U&t=0s>

**Run Time:** 6:02

**Source:** TrainingABC/YouTube

**Close Caption Available:** Yes

Sexual harassment is presented in pages 70-72 of the textbook. This training video covers a wide range of information related to sexual harassment, including what behavior is included and its prevention. One type of sexual harassment is quid pro quo in which sexual favors are demanded in exchange for employment action such as promotion. Hostile working environment harassment occurs when someone creates an intimidating, hostile, or offensive environment. If reasonable person would find the behavior offensive, sexual harassment has taken place.

Jokes, comments, photos, and smartphone messages can be sexually offensive. Sexual harassment can be directed against employees, contractors, customers, suppliers, and in any location in which the employee represents the company. A hostile environment can also include flirting, states, crude language, jokes about physical attributes, hugging, and sexual conversation. Sexual harassers are subject to discipline including suspension, demotion, and termination.

Preventive measures include not engaging in sexually-oriented behavior in the office, asking the harasser to stop, contacting the manager or HR department if harassed. Everyone has a role to play in preventing sexual harassment.

*Questions for Thought and Discussion*

1. Why is a study of sexual harassment considered to be workplace conflict?

2. Most managers and corporate professionals have read about, or heard about the problems with sexual harassment, yet many managers and professionals continue to be accused of, and often legally charged with sexual harassment. What is the problem here?

3. It was mentioned in the video that terms such as “girl” and “sweetie” are considered to be sexually offensive by some women, and therefore should be avoided in the workplace. What is your opinion on this issue?

4. How many times in a work environment, can one person ask another person for a date before the asking should be considered sexual harassment?

5. As indicated in the video, kidding someone about his or her sexual orientation is perceived to be sexual harassment. (We would add that kidding a person about a being a transsexual is also harassing.) Why would this be true?