Issues in Work: Avoiding Sexual Harassment
37:575:294:02
Sunday, 1:00 pm to 3:50 pm, Auditorium 137

Instructor: **Debbie L. Hines**
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By appointment, if before or after class does not work well

Preventing Sexual Harassment in the Workplace

In this class students will learn how the term "sexual harassment" is defined both at Rutgers and in American law governing the workplace, understand the responsibility of the employer and the employee under the law, and consider the relationship between gender identity and sexual harassment.

Specific Learning objectives:

By the end of the course, students will demonstrate an understanding of:

- How they might deal with harassment should they experience it, given Rutgers' policies and procedures for student-student or employee-student harassment,
- What is, and what is not, sexual harassment in current American law,
- How the law of sexual harassment relates to legal concepts like employment at will, hostile workplace environments, due process, and class actions,
- How sexual harassment relates to gender, to sexual orientation, and to related hierarchies of power in the workplace, and
- How organizations might prevent harassment of all types.

Student learning will be assessed primarily by an objective exam covering readings, lectures, speakers, and group exercises.

There are five sessions for this class and it is imperative that you attend all four sessions. If you have a serious emergency such as an automobile accident or a hospitalization, you will need to bring documentation of that emergency, and then undertake extra credit work.

Grading will be based on participation and the final exam. Specifically:

- 30 points. Attendance and participation in group exercises done in class; demonstrated respect for others is essential – that is, participation includes listening skills as well as individual contribution to the exercises.
- 25 points. Knowledge of readings and course concepts demonstrated through class discussion, group leadership, and contributions made in group exercises, and
- 45 percent. Final exam on April 22nd.

There also will be an opportunity for extra credit. (Up to 5 points additional credit).

Expected behavior: Please turn off cell-phones and personal computers. Please arrive on time and stay until the class ends.

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Session I: March 25, 2012

Sexual Harassment

Sexual harassment in the workplace. What is and what is not harassment?

What should you do if you are harassed? How can you avoid being accused of harassment when you do not intend anything serious?

Workplace respect and employer programs to reduce sexual harassment

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Read for Session I (Reading is available on Sakai)

Michael Selmi, "Sex Discrimination in the Nineties, Seventies Style: Case Studies in the Preservation of Male Workplace Norms," *Employment Rights and Employment Policy Journal*, Vol. 9, No. 1 (2005), **Sections I, II, and IIIB**. (Other sections are optional reading).

Session II: April 01, 2012

The Law; Employer and Employee Responsibility; Human Rights and Enforcement

Employment law as a context for understanding sexual harassment issues

Speaker: James Cooney, Esq., "Employment at Will, Discrimination, and the Law of Sexual Harassment"

Read for Session II (Reading is available on Sakai):

Catherine Hill and Elena Silva, *Drawing the Line: Sexual Harassment on Campus.* Washington, DC: AAUW Educational Foundation, 2005. **Pp. 2-12** and selected tables.

Session III: April 08, 2012

Sexual harassment on college campuses nationwide. Student-student and employee-student issues.

Rutgers goes well beyond the legal definition of harassment to prohibit a variety of things that might lead to problems. Many employers follow suit. Why?

Group Exercise

Gender issues in the workplace and harassment; the importance of power

Same gender harassment

Case Study: Oncale vs. Sundower

Group Exercise

Reading for Session III (Reading is available on Sakai):

Jackie Krasas Rogers and Kevin D. Henson, "'Hey Why Don't You Wear a Shorter Skirt?' Structural Vulnerability and the Organization of Sexual Harassment in Temporary Clerical Employment," Excerpt from *Gender and Society*, Vol. 11, No. 2 (April 1997) pp. 215-237.

Session IV: April 15, 2012

Sexual Harassment Policies in the Workplace; employer liability

Sex at Work: right or wrong?

Read for Session IV (Reading is available on Sakai):

James E. Gruber, "The Impact of Male Work Environments and Organizational Policies on Women's Experiences of Sexual Harassment," in Paula J. Dubeck and Dana Dunn, *Workplace/Women's Place: An Anthology,* 3rd ed., Los Angeles: Roxbury Publishing, 2006, pp. 110-117.

Session V: April 22, 2012

Exam

This short answer/objective exam covers both what is discussed in class and what is in the reading, whether or not it is discussed in class.