

What Should You Do?

If you experience any of these or similar behaviors at work, or if you know they are happening to a co-worker, report it to your supervisor.

If you believe your supervisor is the problem then report the behavior to the supervisor's supervisor, or go directly to Management.

Your report is very important. The company will immediately investigate and take corrective action to stop harassment. But the company can't do this without your help.



You do not have to worry about retaliation for making a report about sexual harassment. The company promises that sexual harassment claims are taken seriously. Retaliation for filing a report is illegal.



FEELDS

*A Member Service Program of
Oregon Farm Bureau Federation*

Preventing Sexual Harassment in Oregon Agriculture

A Guide for Employees



**Farm Employer Education &
Legal Defense Service (FEELDS)**
Oregon Farm Bureau Federation
1320 Capitol Street #200
Salem, Oregon 97301

(503) 399-1701, ext 316
(503) 399-8082 (fax)
www.oregonfb.org
Or email:
roberta@oregonfb.org

We want a harassment-free workplace. Please do your part to prevent harassment, and report it when you see it.

What Is Sexual Harassment?

Sexual harassment is:



unwelcome and unwanted

sexual advances or requests for sexual favors, or other verbal, physical, or visual conduct of a sexual nature when submission to or a rejection of the conduct is made a condition of employment. In other words, you are being sexually harassed when someone at work (a customer, a vendor or a contractor) repeatedly touches you, or makes “dirty” jokes in front of you, shows you sexual pictures, or makes sexual gestures in your presence—and it doesn’t stop when you have asked for it to stop. Then you are treated worse because you asked for the unwanted sexual behavior to stop. **You do not have to tolerate this behavior to keep your job.**

Unwelcome means the person receiving the message or action *doesn’t* want it.

What Behaviors Are Considered Sexual Harassment?

WRITTEN:

Unwelcome suggestive, sexually explicit or obscene texts, letters, notes, emails, or invitations.

VERBAL:

Offensive sexual jokes or comments about a person’s body. Repeated sexual flirtations or propositions. Direct or subtle pressure or repeated but unwelcome requests for dates or sexual activities.

VISUAL:

Sexually-oriented gestures, pictures, displays of sexually suggestive objects, cartoons, posters or drawings. Looking a person up and down (“elevator eyes”). Sexual pictures displayed or sent on a cell phone or computer during the work day.



PHYSICAL:

Blocking someone’s movements, touching, patting, pinching, shoulder rubs, or any other unnecessary or unwanted physical touch. Touching an employee’s hair, clothing or body. Brushing up against a person.

Two Types of Sexual Harassment:

“THIS FOR THAT”

(Quid Pro Quo)

It is illegal for a person in authority, such as your supervisor or manager, to deny you a promotion or a job duty as a punishment for refusing an offer for sexual activity.

For example, it is illegal for your supervisor to say to you: *“If you want that tractor driving job, then you have to go on a date with me.”* Or, *“If you want that foreman job, then you have to sleep with me.”*

HOSTILE WORK ENVIRONMENT

A hostile work environment exists when the unwanted sexual conduct toward you is so frequent or so severe that you cannot do your job. The workplace for you then is no longer safe and healthy but hostile. But, some unwanted behaviors do not have to be repeated to be considered hostile, especially when the behavior is physical (such as touching another’s private body parts, pulling off clothing, assault or rape).

All employees are required to keep their behaviors at the work place, or work-related functions, respectful and proper.