



2022

**SABIN METAL CORPORATION
SEXUAL HARASSMENT
PREVENTION TRAINING**

June 2022

Facilitator/Trainer: Cathy Bundschuh/Human Resources



INTRODUCTION

Welcome to Sabin Metal's
Annual Sexual Harassment
Prevention Training





The Requirements.....

- Sexual Harassment Prevention Notice
- Sexual Harassment Prevention Policy
- Sexual Harassment Prevention Training



CASE STUDIES

- Case Study # 1 : **Too Close for Comfort**
 - *3 Questions*
- Case Study # 2 : **A Distasteful Trade**
 - *5 Questions*

Case Study #1: Too Close for Comfort

Keisha has noticed that her new boss, Sarah, leans extremely close to her when they are going over the reports that she prepares. She touches her hand or shoulder frequently as they discuss work. Keisha tries to move away from her in these situations, but she doesn't seem to get the message.



Case Study # 1: Too Close for Comfort

Question 1. Keisha should just ignore Sarah's behavior.

True or False?

Case Study #1: Too Close for Comfort

Before Keisha gets around to complaining, Sarah brushes up against her back in the conference room before a meeting. She is now getting really annoyed but still puts off doing anything about it. Later Sarah “traps” Keisha in her office after they finish discussing work by standing between her and the door of the small office. Keisha doesn't know what to do, so she moves past her to get out. As she does so, Sarah runs her hand over Keisha's breast.

Case Study #1: Too Close for Comfort

Question 2. Sarah's brushing up against Keisha in the conference room could just be inadvertent and does not give Keisha any additional grounds to complain about Sarah.

True or False?



Case Study #1: Too Close for Comfort

Question 3. Sarah touching Keisha's breast is inappropriate but is probably not unlawful harassment because it only happened once.

True or False?



Case study # 2: A Distasteful Trade

Tatiana is hoping for a promotion to a position that she knows will become vacant soon. She knows that her boss, David, will be involved in deciding who will be promoted. She tells David that she will be applying for the position, and that she is very interested in receiving the promotion. David says, "We'll see. There will be a lot of others interested in the position."



Case study # 2: A Distasteful Trade

A week later, Tatiana and David travel together on state business, including an overnight hotel stay. Over dinner, David tells Tatiana that he hopes he will be able to promote her, because he has always really enjoyed working with her. He tells her that some other candidates “look better on paper” but that she is the one he wants. He tells her that he can “pull some strings” to get her into the job and Tatiana thanks David. Later David suggests that they go to his hotel room for “drinks and some relaxation.” Tatiana declines his “offer.”



Case study # 2: A Distasteful Trade

Question 1. David's behavior could be harassment of Tatiana.

True or False?



Case Study # 2: A Distasteful Trade

After they return from the trip, Tatiana asks David if he knows when the job will be posted so that she can apply. He says that he is not sure, but there is still time for her to “make it worth his while” to pull strings for her. He then asks, “How about going out to dinner this Friday and then coming over to my place?”



Case study # 2: A Distasteful Trade

Question 2. David engaged in sexual harassment.

True or False?



Case study # 2: A Distasteful Trade

Tatiana, who really wants the position, decides to go out with David. Almost every Friday they go out at David's insistence and engage in sexual activity. Tatiana does not want to be in a relationship with David and is only going out with him because she believes that he will otherwise block her promotion.



Case study # 2: A Distasteful Trade

Question 3. Tatiana cannot complain of harassment because she voluntarily engaged in sexual activity with David.

True or False?



Case study # 2: A Distasteful Trade

Tatiana receives the promotion.

Question 4. Tatiana cannot complain of harassment because she got the job, so there is no discrimination against her.

True or False?



Case study # 2: A Distasteful Trade

Tatiana breaks off the sexual activities with David. He then gives her a bad evaluation, and she is removed from her new position at the end of the probationary period and returns to her old job.



Case study # 2: A Distasteful Trade

Question 5. It is now “too late” for Tatiana to complain. Losing a place of favor due to the break up of the voluntary relationship does not create a claim for sexual harassment.

True or False?

QUESTIONS & answers





Evaluation & Feedback

- Make sure to fill out section 2
- Any additional questions you want to ask confidentially?
- Make sure to sign the bottom of the sheet



THANK YOU

See you next year !

