

What is Quid Pro Quo Sexual Harassment?

SAY

As a manager, it is sometimes hard to strike a balance between being the boss and being a friend to your employees; between showing you care about them as people and becoming too casual or familiar. Romantic or sexual interest complicates things even more.

ASK

- Why are dating, romance, and sexual interest between a manager and a subordinate problematic? *It blurs the professional lines.*
- When does dating, romance, or sexual interest between a manager and a subordinate become illegal? *When there is a request for a direct or implied trade (this for that).*



PLAY video Module 1: *What is Quid Pro Quo Sexual Harassment?*

Video Discussion

- What is the definition of quid pro quo? *Quid pro quo exists when:*
 - *There is an imbalance of power (for example, a manager to employee)*
 - *A manager requests sex, sexual favors, or a sexual relationship in exchange for job consequences*
 - *An employee's submission or rejection can affect employment*
 - *One incident of quid pro quo is illegal*

SAY

The important thing to remember about quid pro quo is that the harasser is someone in a position to impact the employee's job. The harasser can grant or withhold job benefits or provide positive or negative consequences based on submission to, or rejection of, the request.

ASK

- Who is liable for quid pro quo sexual harassment? *Both managers and the organization can be held liable.*

Debrief

ASK groups to share their responses.

ASK

- What are the two problems currently facing Jackie's and Corrine's department?
 - 1) Sexually-charged environment, offensive language and sexual conduct.
 - 2) Charlie won't leave Corrine alone.
- What would you do as the manager of this department to make sure you are aware of what is going on in the department? Answers will vary.
- What do you do to stay on top of what's happening with your team? Answers will vary.

Building a Culture of Respect

ASK

- What are two ways a manager can help prevent sexual harassment? Build a culture of respect and encourage employees to be upstanders.

SAY

A culture of respect is one of the best antidotes to hostile work environment harassment. Let's talk about how to build a culture of respect.



Group Activity – Round 3: Building a Culture of Respect

EXPLAIN

- This is the third round of the group competition.
- Every answer a group comes up with, that you have listed, is worth 10 points. Groups that have reasonable, additional answers that no other group has will get an extra 5 points per answer.

GIVE managers only 2 minutes to discuss the question: What can managers do to build a culture of respect among team members?

Debrief

ASK

- What can managers do to build a culture of respect among team members?



Self-Assessment

DISTRIBUTE the Self-Assessment. (A preview is included here for your review; for reproducible workshop handouts, see the Resources section at the end of this guide.)

Self-Assessment

Take a few minutes to consider each of the questions below.

1. Have you ever made sexual comments to an employee or colleague?
Yes No Sometimes
2. When talking with an employee or colleague, have you ever used crude or obscene gestures?
Yes No Sometimes
3. Have you ever shared personal stories of a sexual nature at work?
Yes No Sometimes
4. Have you ever asked an employee or colleague intimate sexual questions about their private lives, marriages, or dating?
Yes No Sometimes
5. Have you ever become (or thought about becoming) romantically involved with an employee or colleague?
Yes No Sometimes
6. Have you ever made derogatory statements about someone's gender, gender identity, or gender expression?
Yes No Sometimes
7. Have you ever made derogatory statements about someone's sexual orientation?
Yes No Sometimes
8. Have you ever made sweeping generalizations about someone's gender, gender identity, or sexual orientation?
Yes No Sometimes
9. Have you ever talked to your employees or colleagues about the sexual nature of your single, dating, or marital life?
Yes No Sometimes

Scenario #2

Kenny, Tim and Lisa are setting up two new displays. The conversation about their weekend plans has turned to Kenny's date.

Lisa: *Why are you so nervous?*

Kenny: *Because I really like her. I don't want to mess it up.*

Lisa: *Just be yourself.*

Tim: *Ha, that's funny. His real self, Lisa, is a dawg.*

Kenny: *Hey...*

Tim: *He'll wind up using her, then dumping her just like every other girl he's ever dated. You see, once he sleeps with 'em, he loses interest... Like what's her name ... the one who liked it when you ...*

Kenny: *Come on, Tim, stop it.*

Tim: *Hey, buddy, you know I'm right. Lisa doesn't know you like I know you. Ten bucks says you'll get this one in bed before the weekend's over.*

Kenny: *Tim. I asked you to stop.*

Tim: *Okay, okay. But it's about time Lisa got to know the real you.*

1. What are the inappropriate behaviors? *Talk that is sexual in nature.*
2. Potential harassment? If so, what kind? *Unlikely.*
3. Why or why not? *Tim is talking inappropriately but he stops when Kenny speaks up.*



EXPLAIN

- Tim's commentary is clearly inappropriate for work. And if Tim shares stories of a sexual nature or makes sexual comments with everyone he works with, a pattern may exist.
- If it becomes severe or pervasive enough, it could become a hostile work environment.

Handling a Complaint

Reporting

ASK for a show of hands.

-  ➤ Who believes that managers have an obligation to report sexual misconduct as soon as they learn of it?
-  ➤ All complaints must be promptly and thoroughly investigated.
- It's not for a manager to determine whether the conduct is illegal sexual harassment or not.
- Most employers expect managers to report complaints about sexual misconduct or harassment immediately to HR or their company representative.
- Many states, by law, have mandatory reporting.


NOTE: Discuss mandatory reporting guidelines and company policy for your organization.



PLAY video Module 4: *How to Handle a Sexual Harassment Complaint*. **RESUME** the video to play the Complaint section.



Group Activity: Process for Handling a Complaint

-  ➤ Speed and accuracy matter.
- When your group is confident you have the correct answers, the whole group should stand.
- The first group to stand will go first.
- If an answer is incorrect, the second group to stand will have a chance to respond.