



<https://www.youtube.com/watch?v=NFzmx97FcQ> Highlights from the Office Sexual Harassment

<https://www.youtube.com/watch?v=6u2vQ93Xv6Y> Matt Lauer Video

<https://www.youtube.com/watch?v=RlZmdAU-R0M> Tommy Callaway

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# Why Do People Harass Others?

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Express dominance or power;

Organizational or social control over someone

Attempt to seek peer approval

Use as a bullying tactic

# Who Perpetrates Sexual Harassment?

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Anyone can harass, just as anyone can be the target of harassment regardless of sex, sexual preference, age, or professional position.



# Difference Between Sexual Harassment, Physical Attraction, and Flirting?

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Sexual Harassment is a form of discrimination and has nothing to do with one person's physical attraction.

**It is a misuse of POWER!!!**

# Legal Background of Sexual Harassment

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## Title VII of the Civil Rights Act of 1964

- Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964. Title VII applies to employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organizations, as well as to the federal government.

## Civil Rights Act of 1991

- The Civil Rights Act of 1991 (Pub. L. 102-166) (CRA) and the Lily Ledbetter Fair Pay Act of 2009 (Pub. L. 111-2) amend several sections of Title VII. In addition, section 102 of the CRA amends the Revised Statutes by adding a new section following section 1977 (42 U.S.C. 1981), to provide for the recovery of compensatory and punitive damages in cases of intentional violations of Title VII, the Americans with Disabilities Act of 1990, and section 501 of the Rehabilitation Act of 1973.

# Legal Background of Sexual Harassment

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*Faragher v. City of Boca Raton* 1998

A female lifeguard, Beth Ann Faragher, alleged that she and other female lifeguards were harassed by two male supervisory lifeguards who made lewd remarks, inappropriately touched them and asked for sex. Ultimately the US Supreme Court found that under Title VII of the Civil Rights Act of 1964, that an employer may be liable for supervisory employees whose sexual harassment of subordinates results in a hostile work environment amounting to job discrimination. However, the court also held that an employer could make an affirmative defense in certain situations.