

1  **Sexual Harassment**

Within American Culture

2  **Sexism**

- Although there is information about the social inequality in American society from the time of the Suffragette movement, (late 1800's into the early 1900's)
- The idea of sexism as a concept, or problem which needs to be fixed, does not occur until the 1960's.

3  **Sexism**

- Prior to 1965, there were legal restrictions which denied women:
 - Voting rights
 - Property ownership
 - Contract privileges
 - Other folkway rules denying individual independence.

4  **Sexism**

- The suffragette movement succeeds in causing the passage of the 19th Amendment to the U.S. Constitution in 1919. (Women gain the right to actively participate in the process of government.)
- Women do not make much use of this right or exercise political power for the next 30 years.

5  **Sexism**

- World War II caused many women to join the work force.
- Although many leave their jobs at the end of the war, women found many opportunities interesting and worth doing.

6  **Biological comparison of men and women**

- While similar in most ways, men and women are biologically different in:
 - Size
 - Weight
 - Strength
 - Longevity
 - Pain tolerance
 - Aggressive behavior
 -

7  **Biological comparisons**

- However, both longitudinal and cross-cultural studies show that stereotypical gender-role behavior is not linked to hormones.
- Instead the result from society's definitions of gender identity and the internalized sex role behavior which occurs through socialization.

8  **Sexual Harassment: *definition***

- Under Title VII of the Civil Rights Act of 1964:
 - Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature . . . When submission is made a condition of employment, or rejection is used as the basis for future employment decision, or interfering with the individual's performance or creating an intimidating, hostile, or offensive working environment.

9  **Sexual Harassment**

- 1976 *Redbook* published the results of a survey of 9,000 women.
 - 90% reported having experienced sexual harassment at work.
- 1978-80, Federal government study found \$189 million spent to hire, train, sick leave costs, and job turnover caused by sexual harassment.

10  **Sexual Harassment**

- Since 1980, courts have used the Title VII definitions as guidelines to protect employees from conduct considered illegal.
- Additionally the courts have included broader guidelines; unsolicited written, verbal or physical contacts; suggestive or obscene notes; continual leering; obscene gestures; display of obscene objects or pictures; blocking movements by physical touching; and forced involvement in obscene joking.

11  **Sexual Harassment**

- Girls/women as students in all levels of education have fewer rights/protections than given to girls/women as employees because Title IX of the 1972 Educ. Amend. Is a funding law.
-

12  **Sexual Harassment**

- Rule of thumb:
 - Would you be embarrassed to have your remarks displayed in the newspaper or,
 - Your actions described to your spouse/family.