

April 2019

Panel: Sexual Harassment in Higher Education: Understanding Root Causes and Developing Labor-Management Solutions

Frazier Benya

National Academies of Sciences, Engineering and Medicine

Follow this and additional works at: <https://thekeep.eiu.edu/jcba>

 Part of the [Collective Bargaining Commons](#), and the [Higher Education Commons](#)

Recommended Citation

Benya, Frazier (2019) "Panel: Sexual Harassment in Higher Education: Understanding Root Causes and Developing Labor-Management Solutions," *Journal of Collective Bargaining in the Academy*: Vol. 0 , Article 21.

Available at: <https://thekeep.eiu.edu/jcba/vol0/iss14/21>

This Proceedings Material is brought to you for free and open access by the Journals at The Keep. It has been accepted for inclusion in Journal of Collective Bargaining in the Academy by an authorized editor of The Keep. For more information, please contact tabruns@eiu.edu.

SEXUAL HARASSMENT

Recognizing All Types

SEXUAL COERCION

promising professional rewards in return for sexual favors

threatening professional consequences unless sexual demands are met

UNWANTED SEXUAL ATTENTION

sexual assault

rape

unwanted groping or stroking

PUBLIC AWARENESS

GENDER HARASSMENT

relentless pressure for sex

nude images posted at work

unwanted sexual discussions

sexually humiliating acts

relentless pressure for dates

sexual insults
*e.g., "for a good time call..."
calling someone a whore*

offensive sexual teasing

offensive remarks about bodies

sexist insults
e.g., women don't belong in science

sabotage of women's equipment

obscene gestures

gender slurs
*e.g., "pu**y"*

vulgar name calling
*e.g., "slut," "bitch," c**t"*

insults to working mothers
e.g., "you can't do this job with small kids at home"