

Safe and Respectful Workplaces: Preventing Sexual Harassment and Abusive Conduct in the Janitorial Industry

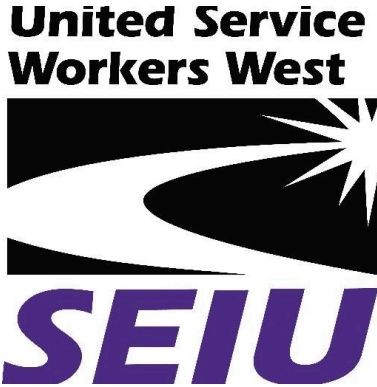
Presented to the Commission on Health and Safety and Workers' Compensation

September 26, 2019



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Thank you to our funders & partners



Ya Basta
Coalition

Sexual Harassment – pervasive in the janitorial industry

2015



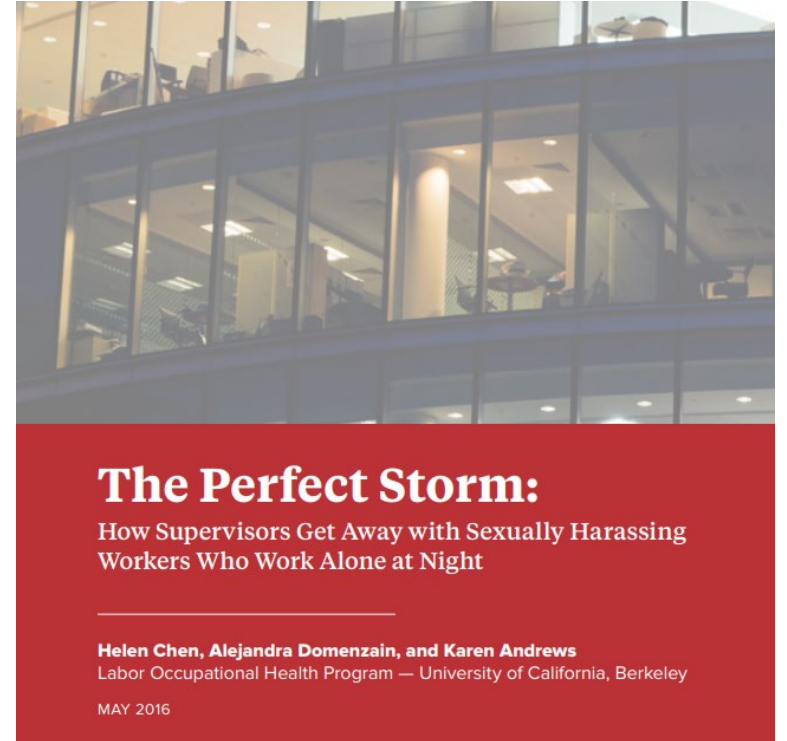
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Structural Analysis of Risk Factors in Industry

- Isolation
- Power dynamics in the workplace
- Economic structures
- Male dominated industries
- Culture of the workplace
- Lack of accountability; retaliation



AB 1978 – Property Services Workers Protection Act – signed into law

- Every janitorial business must register with Labor Commissioner
- Requires all janitorial workers and all supervisors to receive sexual harassment training – in order for contractor to obtain license
- Advisory Committee meetings
- Regulations pending – training is 2 hours, in person, interactive



Contract to develop:

- 2-hour training plan, video and materials for janitors
- 2-hour training plan and materials for supervisors
- A “Train the Trainer” program for *promotoras* and others to train janitors



Worker-centered, Participatory Curriculum

- Workers' voice – through survivor videos, in video stories
- Formats – video and discussion
- Video – worker-scripted, worker-acted
- Interactive, discussion-based, low-literacy, drawing on workers' experience
- Practical, concrete actions
- Aim for culture change, prevention



Worker training objectives:

1. **Define** sexual harassment and **recognize common examples** of harassment and abusive conduct in the workplace.
2. Describe **how harassment and abusive conduct affects workers**.
3. Identify **strategies of the employer, supervisors, and co-workers in preventing and addressing** wrongful conduct.
4. Describe **options for workers experiencing** sexual harassment or abusive conduct at work.

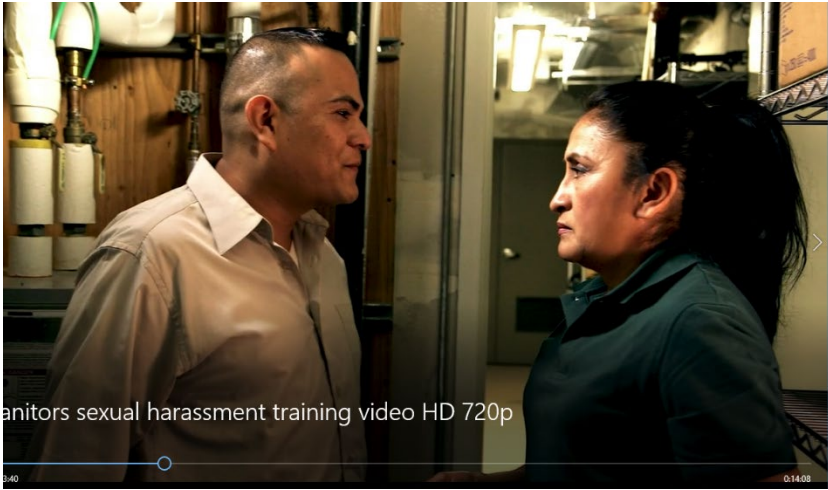
Sexual harassment affects workers and workplaces

Three women tell their stories – effects are:

- Physical
- Emotional
- Financial
- Personal/family life



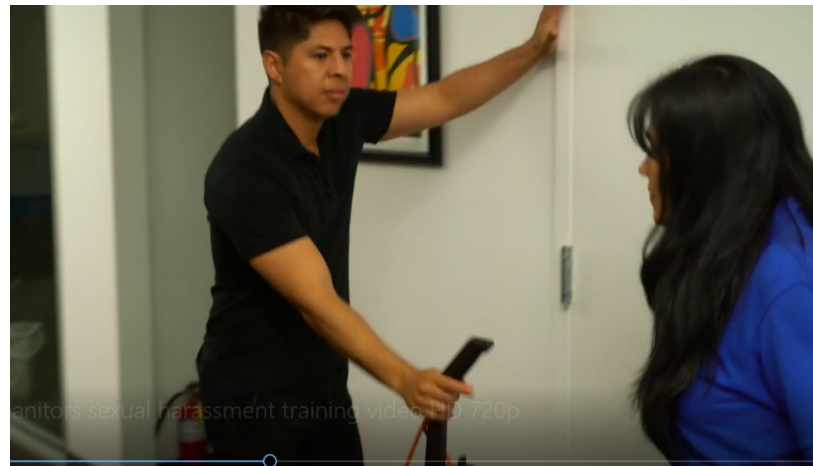
Stories – What does sexual harassment look like?



Carmen's Story



Carlos's Story



Maria's Story

Video – Carlos's Story

<https://vimeo.com/279103321/9b255b8624>

Stories – present options for solutions



Carmen's Story



Carlos's Story



Maria's Story

Key aspects of worker curriculum

- 1. Provide examples of what workers can do to address sexual harassment:**
 - Not the fault of the worker
 - Seek help from coworkers, friends, others
 - Prioritize your safety
 - Speak up early about misconduct to prevent escalation.
- 2. Role of bystanders**
- 3. Employers' responsibility in prevention**
- 4. There are laws that protect workers**
- 5. Options beyond the workplace**

Materials

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WORKER TRAINING GUIDE



This training program was developed by the Labor Occupational Health Program at UC Berkeley for the Department of Industrial Relations and the Commission on Health and Safety in Workers' Compensation.
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What Is Sexual Harassment?

Sexual harassment is...

sexual or related to sex



and...

unwelcome



and...

either...

trying to use a reward or punishment to get a sexual favor



or...

creating a hostile work environment with severe or frequent harassing conduct.



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Sexual Harassment at Work Is Illegal

Every California worker has the right to work without being sexually harassed or assaulted.

> What is sexual harassment?

Sexual harassment, a type of sex discrimination in employment, is unwelcome conduct – that is, speech or actions – related to sex.

Who is involved? Anyone – a worker, supervisor, or member of the public – can be a harasser, and anyone can be a victim. The harasser and the victim may be of different sexes or the same sex.

When and where does it happen?

Sexual harassment can happen anytime and anyplace workers are present.

How can conduct be related to sex? Conduct can be related to sex when it

Supervisor training objectives:

1. Define **sexual harassment** by its legal elements.
2. **Recognize common examples** of harassment and abusive conduct in the workplace.
3. Explain **how these affect** workers, supervisors, managers, employers.
4. Describe how **employers and supervisors can prevent** harassment and abusive conduct.
5. **Respond to reports** of wrongful conduct.
6. Describe **employer and harasser liability** for harassment under state and federal law.

Key aspects of supervisor curriculum

1. Provide examples of what sexual harassment looks like in the workplace:

- How it affects those targeted
- Not the fault of the worker
- Supervisors' responsibilities – don't need to be legal expert but need to know how to respond to a complaint

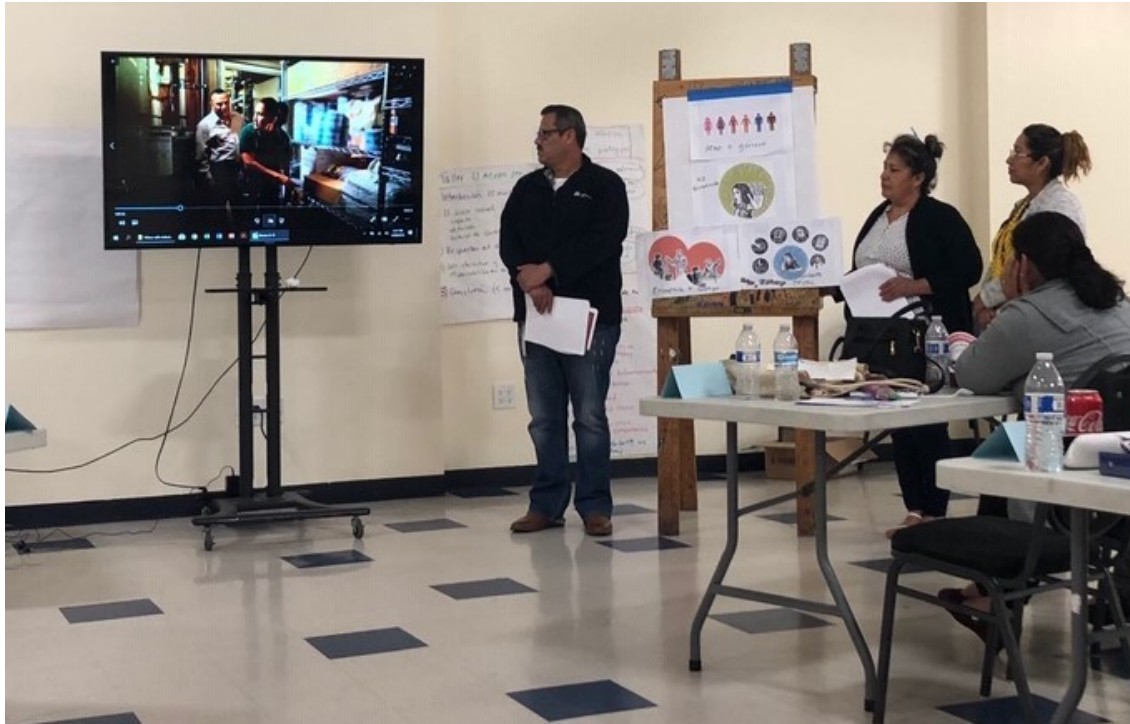
2. Employers' roles in preventing sexual harassment.

- Anti-harassment policy, training and follow up
- Structure of work and work environment

3. Responding to complaints.

- Avoid judgement
- Set right tone
- Know company's policy
- Use of examples to debrief key points
- Retaliation is illegal

Training of Trainers (TOT) Programs – trained 93 promotoras in 6 TOTs



Workers' Voice

“To women, my message is – if you’re going through this, if you’ve lived it, speak up. We have dignity and rights.”

“It’s important to keep fighting this, so it’s not so hard and we can be safe and respected at work. There’s a lot of support, many organizations willing to help you, but sometimes you don’t know they exist and you remain in silence.”

“We as women have the right to say “NO” when it comes to our bodies. No one has the right to touch or look at us in a way we don’t want.”



Next steps

1. Create **supplemental module on sexual harassment for WOSH Specialist** training program. Reach other industries.
2. **Technical assistance** on promotora development.
3. **Low wage workers leading the way** towards culture change.



For more information:

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www.dir.ca.gov/dlse/Janitorial-Training.html

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