

North Carolina Coalition Against Sexual Assault



# **Serving Survivors of Sexual Harassment**

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## **2020 Resource Guide**

## Introduction

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The following resources provide information for advocates when serving survivors of sexual harassment. This guide also provides resources for community partners and survivors of sexual harassment. Use this guide to help you easily navigate information on sexual harassment. All resources included in this guide can be found for free online.

## NCCASA Disclaimer

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At NCCASA we follow a certain code of ethics and best practices. Not everything in these resources may align with our agency beliefs. This document is just a guide to resources that are available, not necessarily NCCASA promoting specific resources or information. On some resources you will see an asterisk \*. The asterisk indicates something NCCASA would like to mention about information shared in the resource. Please use your own or your agency's own judgment and practices to best inform what resources in this guide are useful to you.

# An Introduction to Sexual Harassment

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## Sexual Harassment definition through various lenses

This resource provides a feminist, psychological, legal, and social work\* perspective of sexual harassment.

\*The social work definition of sexual harassment in this article states “Sexual harassment is a type of discrimination, an abuse of power in relationships, whether at work or in the community, that uses sex as a way to limit a target’s prospects of self-development.” NCCASA would like to include that rather than using “sex” as a way to limit a target’s prospective of self-development, gender is used. Sex is a biological term, while gender is how a person identifies.

- [https://www.socialworktoday.com/archive/exc\\_0818.shtml](https://www.socialworktoday.com/archive/exc_0818.shtml)

## Sexual Harassment and Identity

This resource discusses the importance of discussing and understanding a survivor’s identity when working with individuals or groups. The article also provides links to other resources and organizations related to this topic.

- <https://www.nsvrc.org/blogs/seeing-whole-survivor-why-its-necessary-talk-about-identity-survivors-individuals-and-groups>

## Resources for Advocates

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### Anti-Sexual Harassment Organization

This organization is dedicated to ending sexual harassment in all forms. This website provides information on sexual harassment training, research, taking action, and resources for advocates.

- <https://www.ihollaback.org/>

## **School Sexual Harassment**

This resource is a checklist for advocates to utilize when reviewing a school's Title IX policies and procedures. This tool may help advocates identify areas for improvement in a school's sexual harassment response.

- <https://www.equalrights.org/wp-content/uploads/2019/09/power-of-ix-checklist.pdf>

## **Safe Schools**

This resource provides information on school sexual harassment including statistics, prevention measures, and trainings.

- <https://www.safeschools.com/blog/sexual-harassment-prevention-in-schools/>

## **Workplace Sexual Harassment Resources**

This link connects you to a page of resources compiled by the National Sexual Violence Resource Center on workplace sexual harassment. Resource topics include assisting survivors, legal options, economic security, and more.

- <https://www.nsvrc.org/sexual-violence-and-the-workplace-information-for-advocates>

## **Workplace Sexual Harassment Toolkit**

This resource is a Toolkit created for advocates by equalrights.org. The toolkit includes information about legal rights of employees\*, practical tips for handling workplace sexual harassment, and additional resources such as sample complaints and samples posters.

\*NCCASA would like to note that while this resource uses she/her pronouns, anyone can be a sexual harassment survivor, regardless of how that person identifies.

- <https://www.equalrights.org/wp-content/uploads/2019/09/Toolkit-for-Advocates-Sexual-Harassment.pdf>

## **Employment Advocacy**

This resource explores how advocates can help survivors of sexual harassment or assault address employment needs after an assault. This article details ways in which an advocate can help a survivor adjust aspects of their job to meet their needs.

- [http://www.resourcesharingproject.org/sites/resourcesharingproject.org/files/Exploring%20Employment%20Advocacy\\_1.pdf](http://www.resourcesharingproject.org/sites/resourcesharingproject.org/files/Exploring%20Employment%20Advocacy_1.pdf)

## **NC Revenge Porn Law**

This link connects you to the NC law, G.S. 14-190.5A Disclosure of Private Images, that covers legal information around revenge porn, a form of sexual harassment.

- [https://www.ncleg.net/EnactedLegislation/Statutes/PDF/BySection/Chapter\\_14/GS\\_14-190.5A.pdf](https://www.ncleg.net/EnactedLegislation/Statutes/PDF/BySection/Chapter_14/GS_14-190.5A.pdf)

## **NC Sexual Harassment Laws and Policy**

The following link is a guide to NC sexual harassment laws and policies that was put together by NCCASA. Here you will find statutes related to sexual harassment accompanied by pertinent language, penalties, and offender qualifications in each statute.

- <https://docs.google.com/document/d/19gePNs6tKHE4HWd4UvBrJT3uvG06PTc3kkCQ2ILXd90/edit?usp=sharing>

## **An exploration of Street Sexual Harassment and Identity**

This resource explores the experience of street harassment for various identities including gender, race and ethnicity, LGBTQ, social class, religion, age, size, and ability.

- <https://www.nsvrc.org/publications/guides/harassmentis-exploration-identity-street-harassment>

## Sexual Harassment of LGBTQ Youth

This is an information and resource guide on sexual harassment of LGBTQ identifying youth. This guide provides links to other organizations and resources focused on this topic.

- [https://www.nsvrc.org/sites/default/files/2012-09/Publications\\_NSVRC\\_Guides\\_Sexual-Harassment-Bullying-Youth.pdf](https://www.nsvrc.org/sites/default/files/2012-09/Publications_NSVRC_Guides_Sexual-Harassment-Bullying-Youth.pdf)

## Sexual Harassment of Immigrant Farm Workers in the U.S.

This resource is a report that discusses immigrant farm workers vulnerability to sexual violence and harassment. While the entire report is full of important information, section two and three focus specifically on this topic.

- [https://www.hrw.org/sites/default/files/reports/us0512ForUpload\\_1.pdf](https://www.hrw.org/sites/default/files/reports/us0512ForUpload_1.pdf)

# Resources for Survivors

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## Workplace Sexual Harassment Guide

This resource includes information about sexual harassment in the workplace. This guide is broken down into sections including what is sexual harassment in the workplace, what are the laws, what are my rights, what can I do, and what could happen.\*

\*To access resources from this website in Spanish, click on the purple banner across the bottom of the screen that says “Legal Advice & Resources” and then click on the Español box.

- <https://www.equalrights.org/issue/economic-workplace-equality/sexual-harassment/#s2>

## School Sexual Harassment Guide

This resource includes information about sexual harassment in school. This guide is

broken down into sections including what is sexual harassment in school, what are the laws, what are my rights, what can I do, and what could happen.\*

\*To access resources from this website in Spanish, click on the purple banner across the bottom of the screen that says "Legal Advice & Resources" and then click on the Español box.

- <https://www.equalrights.org/issue/equality-in-schools-universities/sexual-harassment/>

## **Understanding Street Harassment**

This resource is a guide to understanding street harassment. This guide includes information including what is street harassment, who does it affect, what are the effects, what can I do, how can I help, and additional resources.

- <https://www.rainn.org/articles/street-harassment>

## **Direct Response to Street Harassment**

This resource provides information related to street harassment on how to respond, report, and be an active bystander.

- <http://www.stopstreetharassment.org/strategies/sshlaw-direct/>

## **Street Harassment Hotline**

- <http://www.stopstreetharassment.org/our-work/nationalshhotline/>

## **Online Sexual Harassment**

This resource provides information on online sexual harassment. Including in this resource is a safety guide for using technology, social media site specific safety guides, a guide to your internet rights, and information on self care for survivors of online sexual harassment.

- <https://iheartmob.org/resources>

## Online Sexual Harassment: Non-Consensual Pornography

This resource is a guide to removing and reporting non-consensual porn on major tech sites including Facebook, Instagram, Twitter, Reddit, Tumblr, Yahoo, Google, and Microsoft.

- <https://perma.cc/7RQ6-LJZL>

## Self Care for Survivors

This resource provides self-reflection questions and self care tips for survivors of sexual trauma.

- <https://www.nsvrc.org/blogs/complexities-self-care-after-sexual-assault>

## Healing Resources

This resource provides resources that help survivors heal their mind and body after sexual trauma.

- <https://www.nsvrc.org/blogs/library/healing-mind-helping-body>

## Resources for Community Partners

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### Active Listening Techniques

This resource could be shared with community members, such as employers, to help them understand how to listen when someone discloses sexual harassment to them. The article includes tips on how to be an active listener without retraumatizing a survivor and a list of do's and don'ts of listening and responding.

- <https://psychologybenefits.org/2017/11/22/how-to-listen-when-someone-you-know-discloses-sexual-harassment-or-assault/>