

IF YOU ARE BEING HARASSED:

CRSH

Coalition for Restaurant
Safety & Health

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What to say to address your safety needs:

1. State harmful behavior

- "Your comments about my body are not welcomed. "

2. Say how you feel with "I" statements (*optional**)

- "I don't feel safe when you talk about my body."

3. Give a directive (*state your needs & boundaries*)

- "Please do not say that to me"

4. Repeat #3 (*be a broken record*)

- "Please do not say that to me."

5. End it (*when it's going nowhere*)

- Leave it. Give a warning that you are gonna ask for help if they don't listen.

6. Report it

- Talk with someone else, a coworker, manager. or someone outside your workplace



What to do after an incident of harassment:

1. **Connect** with **CRSH** for support (267) 571-6720

2. **Report** incident within **300 days** to:

Philadelphia **Commission of Human Relations** (215) 686-4670

RESPOND TO HARASSMENT:

- **ALWAYS** do what makes YOU **feel safe**.
- If you think something is **harmful**, it's ok if others disagree.
- **LISTEN to your gut**. What boundaries were crossed?
- Practice **assertive communication** (state behavior, give directive, repeat).
- You don't have to to say it in the **moment**, you can wait until you're ready.
- **Sexual & gender violence** are safety & health violations.
- Remember you're **strong** and **you're not alone**.

MIND YOUR TRIGGERS:

- Recognize your **trauma response** (flight, flight, free, fawn).
- **Increased** heart rate or trouble breathing?
- Are you **feeling** anxious? Frustrated, defensive?
- It's always ok to **excuse yourself** or **walk away**.
- No explanation is needed when practicing **self-care**.



RESPOND TO HARASSMENT:

- Take **NOTES** on what is happening, with dates, words, witnesses, locations and actions. Keep all **EVIDENCE**.
- **SHARE** what's happening with a trusted coworker. Maybe they've seen something too.
- Brainstorm ways to **ADDRESS** harmful behaviors together.
- **REQUEST** a copy of your workplace sexual harassment policy.

BARRIERS TO REPORTING:

- Though sexual harassment is illegal, guilt, shame, and fear **DISCOURAGE** survivors/victims from feeling safe enough to report.
- **RAPE CULTURE** can lead to victim-blaming and denial by law enforcers like employers, police, lawyers; **INTERSECTIONS** such as **RACISM, TRANSPHOBIA, MISOGYNY, etc.** compound these issues.



REPORT HARASSMENT:



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- **REPORT** all incidents to your **manager/employer**.
- Consider taking a coworker with you when you talk to a supervisor about the harassment, so you have a witness.
- Ask a **trusted ally** to support you through reporting process.
- Call **WOAR's hotline** for free counseling: **(215) 985-3333**.

RETALIATION IS ILLEGAL!

- If you are retaliated against for filing a complaint or making a statement as a witness, you have a **legal claim** against your employer. If you fear retaliation because of prior workplace issues, consult with CRSH to learn other ways to report.
- If your employer **doesn't** take your complaint seriously, or doesn't stop the harasser, you can make a **legal claim**.

THE LAW REQUIRES EMPLOYERS TO:

- Maintain **confidentiality** and **encourage** reporting.
- If a report is made, an **INVESTIGATION** must be completed in a timely manner.
- Provide **accommodations** for survivors/victims and hold harm-doer(s) **accountable**. **#LeadByExample**



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ACCOMMODATIONS

- **For survivors of such behavior there must be ACCOMMODATIONS** such as working on different days or areas to avoid contact with the harasser, days off to recover from the harassment, etc.

AFTER YOU REPORT:

- An **ACTION must be taken** towards the person who caused the harm:
 - *Verbal or written warning*
 - *Demotion*
 - *Suspension*
 - *Termination of harm-doer's employment*
 - *Sued or criminally charged for harmful conduct*

RESTORATIVE APPROACHES

- **CENTER** survivors' voices and maintain space between the harm-doer and the harmed people.
- **EDUCATE** harm-doer on why their behaviors are harmful.
- Use direct communication and empathy to address the problem and work towards a solution.



HOW DO YOU SUPPORT SURVIVORS?



- Question their story, ask why
- Ask for specific details
- Tell them what they could've done differently



- Blame or shame the victim
- Say:



- “I understand”
- “I know how you feel”



- Enforce stigmas and myths that encourage silence

- Use empathetic listening
 - Be supportive/concerned
- Be non-judgemental
- Alleviate guilt
- Assist them in getting the help they want
- Say things that reflect back their emotions:
 - “It sounds like...”
 - “What I’m hearing you say...”
 - “It seems as if you feel...”
- Say: "I believe you and it's not your fault."



HOW DO YOU SUPPORT SURVIVORS?



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IN CASES OF SEXUAL ASSAULT:

- Research shows that the **FIRST RESPONSE** that a survivor receives when they **disclose** will affect the way they seek support and the way in which healing occurs.
- Encourage victims to receive **medical care** and complete a **rape kit** after the sexual assault.
- They may need treatment for **STDs** or **pregnancy testing** after the assault.
- Remind them that **collecting evidence** DOESN'T mean they must press charges against their assaulter.
- **Encourage**, but do not pressure victims to **report the attack** to police (or an available alternative). If the victim does not want to report the rape, respect that decision as theirs to make.
- Be aware of **INSTITUTIONAL RACISM** in all social systems that prevents Black, Brown, and Indigenous survivors from reporting.
- Survivors/victims can **benefit** from talking to a trained counselor or other therapeutic support.

WOAR HOTLINE:
215.985.3333

SPECIAL VICTIMS UNIT:
215.685.3251

CRSH HelpLINE:
267.888.3333

BE AN ACTIVE BYSTANDER!



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If you witness harassment:

If it is safe for you, in the moment:

- **Disrupt** what is happening.
 - **Distract? Delegate? Show your disagreement?**
Express your own emotions. Challenge and disagree with what is going on
- **Check in** with survivor if possible. **Support** them. **Center** their needs first.
- **Engage** others to get involved and help

It takes a community to disrupt sexual, physical, and emotional violence.

What to Say...

- "Can you explain what you mean by that comment?"
- "Ouch" / "No"
- "That's not ok" / "That's inappropriate"
- "You're being disrespectful"
- "Please respect my boundaries"
- "That's upsetting. Can we talk about this more later?"

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