



# Understanding the #MeToo Movement



# Agenda

- 1 Definition of Sexual Harassment
- 2 History of Sexual Harassment
- 3 History of the #MeToo Movement
- 4 How to Avoid Being Accused of Sexual Harassment
- 5 What to Do If You've Been Sexually Harassed at Work
- 6 Q&A

# Instructions for Submitting Questions with GoToWebinar



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# Our Panelist



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# 1

## Definition of Sexual Harassment

# Definition of Sexual Harassment

Discrimination Based on Sex

Became Illegal with Signing of Civil Rights Acts

Unwanted Advances, Requests or Physical Conduct

Quid Pro Quo and Hostile Work Environment

Directed at Someone or About Someone

# 2

## History of Sexual Harassment

# History of Sexual Harassment

Term Coined in 1975

First Lawsuit: Barnes v. Train (1974)

Notable Court Cases Defined the Law

EEOC Created Regulations and Definitions (1978)

# 3

## History of the #MeToo Movement

# History of the #MeToo Movement

- First Used in 2006 on MySpace by Tarana Burke
- Alyssa Milano Twitter Post (Oct. 15, 2017)
- Empower Women Through Strength in Numbers
- Widespread Media Coverage and Discussion
- High Profile Firings, Criticism, and Backlash
- Now an International Movement

# 4

## How to Avoid Being Accused of Sexual Harassment

# How to Avoid Being Accused of Sexual Harassment

- Keep Business and Pleasure Separate
- Be Mindful of Personal Space
- Keep Your Hands to Yourself
- Watch What You Say
- Focus on Skills and Achievements
- Remember Company Events are Work-Related

# 5

## What to Do If You've Been Sexually Harassed at Work

# What to Do If You've Been Sexually Harassed at Work

- Document What Happened
- Review Workplace Policies and Procedures
- Talk to the Perpetrator
- Talk to a Supervisor or HR
- Talk to the Government
- Protection from Retaliation



6

Q&A

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**Thank You for  
Your Time**

