

Additional Scenarios to Discuss for Segment 2

(for 120-minute version)

1. Is it Sexual Harassment?

- A. Susana got a haircut and colored her hair. When she gets to work the next day and is putting on her bandana, Jesus comes up to her and says, "I like your hair. I think you look very nice." He then says to her, "I almost didn't recognize you and was about to introduce myself." They both laugh, she thanks him and they continue working. **[This is a compliment and does not meet the criteria of sexual harassment].**
- B. Lucy likes to wear yoga pants to work because they are comfortable while she pruning the trees. While they are working on the same row, Leo turns over and tells Lucy, "Those pants make your butt look good." Lucy turns to him and says, "Just do your job and don't be looking at my butt." Leo says, "Come on, it was just a compliment, don't be so uptight." She looks at him and says, "It is my right to demand respect in the workplace. Those kinds of comments are not appropriate in the workplace."

[Although this might be construed by some as a compliment, Lucy, on the receiving end, feels very uncomfortable. Discuss with the group how this situation could escalate and become sexual harassment if these comments are sustained over time or if he touches her. It could also begin a conversation about how women are silenced by telling them they are overreacting or being uptight.]

2. Do this, or else....

Estrella is working in a warehouse packing boxes. She drops an apple. While she is bending down her supervisor comes up in front of her and says, "Nice breasts!" She feels extremely uncomfortable, decides to ignore it, and continues working. She knows that if she were to anger him, he has the power to fire her.

A few days later while she is stacking the crates, Estrella's supervisor comes up again behind her, and says, "Let me help you with that." In that moment, he presses his body against hers while moving the crate over. She feels paralyzed and does not know what to do. He comes around facing her and says, "*If you want to work here in the warehouse, there are certain things you have to do. If you are not ok with it, then I am going to have to hire somebody else.*"

Estrella looks down in sadness and contemplates what to do. Since she is a single mother with two children and desperately needs her job, she feels like she has no other choice than to give him what he wants so she can keep her job.



[What type of sexual harassment is occurring in this scenario?

Answer: quid pro quo, or an exchange of sexual favors.]

3. “Uno de esos...” [A situation where a male farmworker is being bullied about his sexual orientation.]

A crew of men are working out in the field. One of the men named Miguel points to a crew of women working three rows across from them, and says, “If you could take your pick, which one would it be?”

Ricardo answers, “Griselda. Have you seen her body?”

Miguel then says, “The things I would like to do to her!”

Miguel and Ricardo then turn to Carlos, a new worker. “I don’t know. I don’t want to play this game.”

Miguel then says, “What is the problem?”

Ricardo chimes in, “Oh, it’s because you are ‘one of those’!”

With a calm voice Carlos says, “I just don’t feel comfortable talking like that.”

Miguel says, “Yes, he’s gay. He must be. Why wouldn’t he want to talk about beautiful women?”

Ricardo bursts into laughter and says, “What a (offensive word to mean gay)!”

Carlos does not know what to do. He’s worried Miguel and Ricardo will continue to tease him and taunt him, as well as tell other workers he is gay simply because he did not want to participate that kind of discussion about women.

* “One of those” (Uno de esos) is frequently used in some communities to refer to a member of the gay community.



What type of harassment is happening in this scene?

Answer: This is an example of harassment and a hostile work environment for Carlos, the women being discussed, and others.]