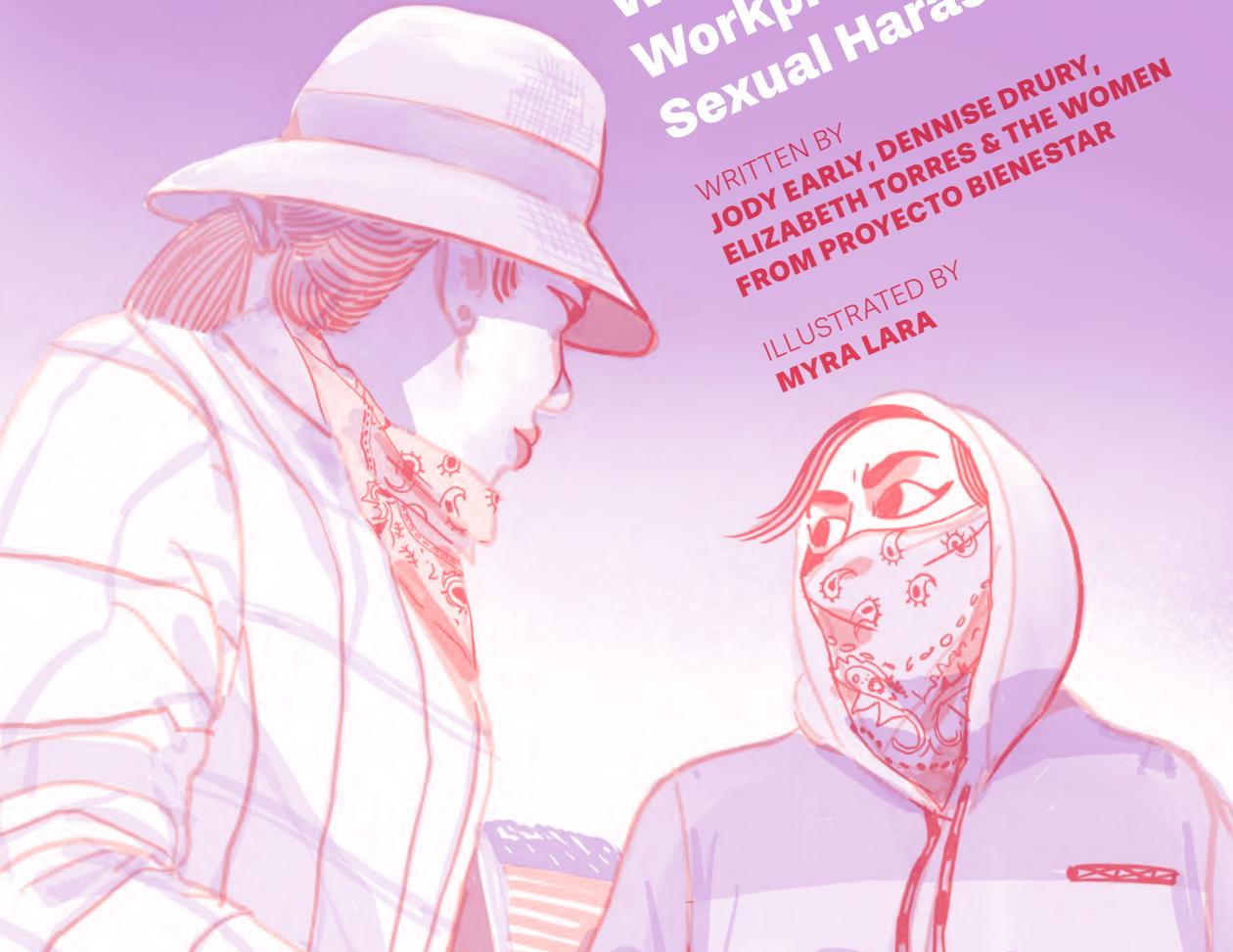


¡YA BASTA!

**We All Deserve a
Workplace without
Sexual Harassment**

**WRITTEN BY
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ELIZABETH TORRES & THE WOMEN
FROM PROYECTO BIENESTAR**

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As farmworkers, we are essential workers who work hard to feed our families and the nation.



We endure heat



and encounter pesticides.

We work long hours,
for little pay,

doing physically
exhausting work.



One of the other hazards we face (but rarely talk about) is sexual harassment.



Like a toxic chemical,

sexual harassment can be harmful to our physical and mental health.

And it can also create a bad work environment.



WHAT IS SEXUAL HARASSMENT?

According to the Equal Employment Opportunity Commission (EEOC), sexual harassment is “unwelcome sexual advances, requests for sexual favors, or other verbal or physical harassment of a sexual nature.”

Research shows that harassers often target women workers,



but it can happen to anyone.



It's not about what someone wears.

It's more about power than sex,

and about control and disrespect.

Hmm, you look as good as this apple.

See?

Can't tolerate this anymore!

He's always harassing me!

People experiencing sexual harassment should not be blamed for it.

Look what she's wearing!

She's asking for it

She likes the attention







There are two main types of sexual harassment:



If you don't answer...



"hostile work environment" and "quid pro quo"





"Quid pro quo" means "this for that."



... I'll tell your family
you're sleeping with me



For example, this harassment occurs
when a person, like your supervisor,

tells you to send him naked
pictures of you to keep your job.



I heard you wanted
the better shift.

I can make that happen
if you go out with me.

Harassment also includes when someone's unwelcome comments or touching make you uncomfortable and create what's called a "hostile work environment."

You can be impacted by sexual harassment

even if you are not the one being directly harassed.



Sexual harassment can have negative effects on a person's health.



It can cause:

depression

anxiety

post-traumatic stress

feelings of hopelessness

and even suicide.

Sexual harassment can also negatively affect the workplace environment for everyone.

If it is not stopped or prevented, it can lead to an unhappy and unhealthy environment for everyone.



Sexual harassment also impacts the employer. It can result in employee dissatisfaction, bad media attention, and financial loss.

U.S. Packing House to Pay \$725,000 to Settle Worker Sexual Harassment Claims.



You have a right to work free of harassment and discrimination.

Title VII of the The Civil Rights Act of 1964 makes it unlawful for an employer to discriminate against an employee based on one's race, color, religion, sex, or national origin.



WHAT SHOULD YOU DO IF YOU ARE BEING SEXUALLY HARASSED?



1

‘IYA BASTA!’



First, let the harasser know that you are feeling uncomfortable and to stop.

2

If the sexual harassment continues, report it to your supervisor.

Or, if the harasser is your supervisor,

report it to the human resources manager or to another supervisor.

Don't let it go.

It's a threat to everyone.



Your employer is required to provide a workplace free from harassment.

This can include establishing workplace policies and practices to keep you safe.

RESPECT:
EVERYONE
DESERVES IT



4
Steps to Report
Sexual Harassment

Know your rights! What to do you
sexual harassment:

1

2

3

4

Your employer should tell you what steps to take if you need to report workplace hazards including sexual harassment - whether it happening to you or to someone else.

If there is no one at the workplace that you can report this to, or if your employer does not take action, you can file a report with the Equal Employment Opportunity Commission (EEOC) or to an organization like the WA Human Rights Commission, or the Northwest Justice Project.



Remember, your immigration status does not matter! You are protected by law.

And if they fire me?

Your employer or the outside organization will ask you to provide information about what happened.

You can write it down or tell it to someone to write it down for you.

I'll go with you.

Remember, you can bring someone you trust to support you.

It is very important to keep a copy of the written information that you give to your employer.

Your employer should act immediately to stop the harassment and keep you safe.

It is against the law for your employer to fire you or to do anything that punishes you for filing a report.



You should also tell someone else whom you trust (like a friend or relative).



I feel like nobody believes me!



Getting the mental health and support you need will help you heal and make you stronger.

There is no shame, and this was not your fault.

If this event has caused you to feel constantly afraid, depressed, or anxious, you can get help by reaching out to a social worker, counselor, or your local community health center.



After a week or so, check back with your employer about the status of your report.



Your employer should tell you what is happening.

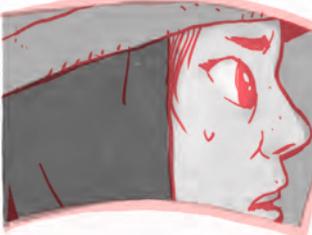
If you do not feel your complaint is being taken seriously, or no action was taken by your employer to stop the harassment, report the incident to the EEOC or to another agency or non-profit near you.

For example, the Northwest Justice Project in Washington State handles farmworker sexual harassment complaints.



If you see someone being sexually harassed, you can take an active role as a bystander to intervene and/or to offer help to the person being harassed.

> When deciding whether or not to physically intervene,



> Look around to see what is going on around you.



> Decide if it's safe to enter the situation.

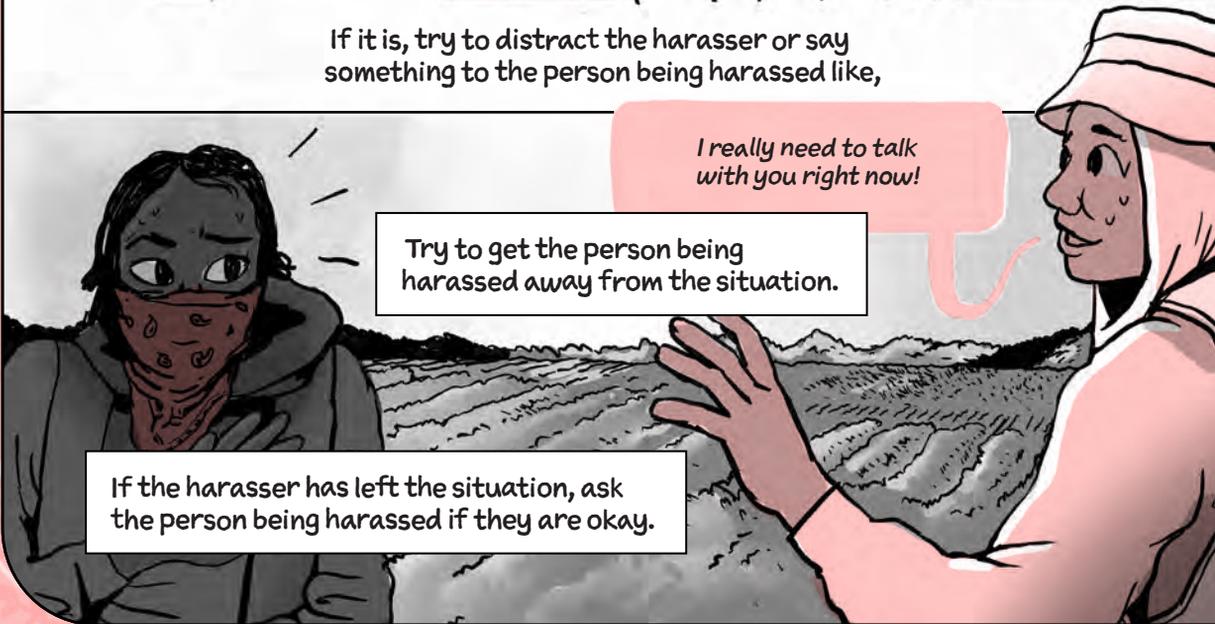


If it is, try to distract the harasser or say something to the person being harassed like,

I really need to talk with you right now!

Try to get the person being harassed away from the situation.

If the harasser has left the situation, ask the person being harassed if they are okay.





Let them know you were a witness to what was going on.

Encourage them to report the situation and offer to go with them to report it.

If the situation is not safe to enter, or you feel threatened, go for help.



Recruit others to come with you to break it up.

The person being harassed may feel embarrassed or distressed.



They may try to minimize it or tell you that there's nothing they can do about it. Let them know that the situation is serious and that the first step to stopping it is to report it.

Preventing and addressing sexual harassment in the agriculture takes everyone working together.



Encourage the person harassed to report it as soon as possible. According to the EEOC, the person has up to 300 days after each incident to report it.

If the harassment is ongoing, the EEOC will look at all incidents of harassment, even if it happened more than 300 days ago.

Offer to help them do so and then follow-through.

As an employee, you can help prevent sexual harassment by:

- Treating and speaking to others in the workplace with respect and dignity.

- Call people by names they wish to be called, and not nicknames they may not like.

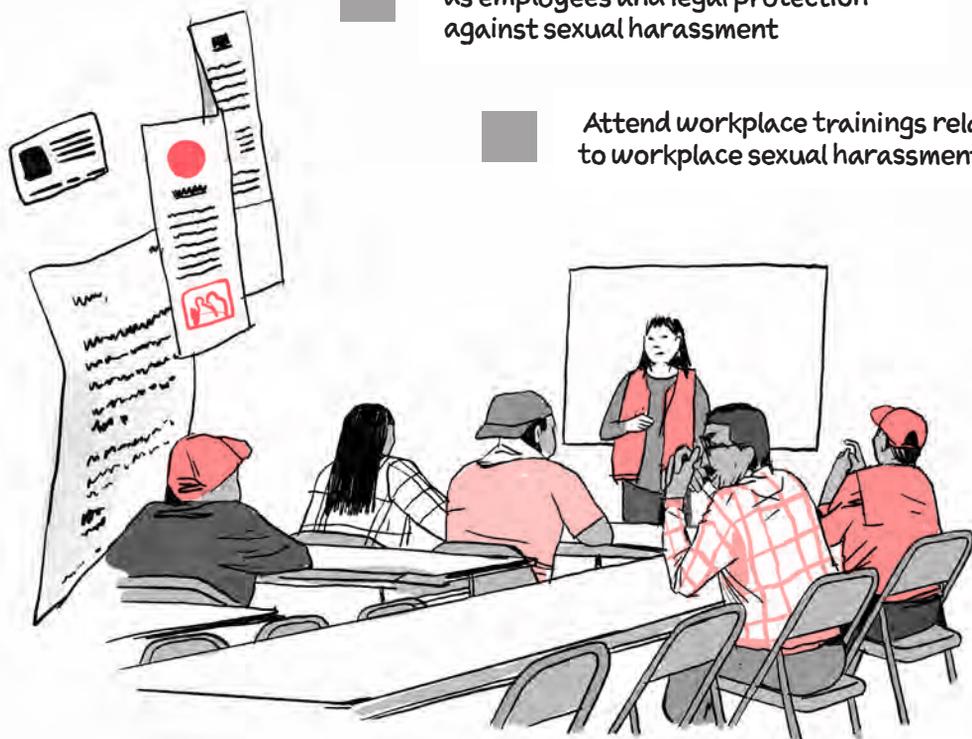
- Embrace diversity and learn how to respectfully talk through difference or conflict.

Discourage sexual or sexist jokes in the workplace as well as behavior or conversation that's sexual in nature.



Help inform others about their rights as employees and legal protection against sexual harassment

Attend workplace trainings relating to workplace sexual harassment.



Sexual harassment is not a simple issue. There are many factors that contribute to it. But we can all play a role in helping to reduce and to prevent it.

If you have experienced sexual harassment, you have:

6 months to report the incident to the Washington State Human Rights Commission (varies by state).

300 days to file a complaint with the U.S. Equal Employment Opportunity Commission.

3 years to take the case directly to court.

Here are some additional resources to help you learn more about it and to report it:



STATE AND NATIONAL RESOURCES

WASHINGTON

Washington Human Rights Commission **(800) 233-3247**

Call to report workplace sexual harassment or discrimination.

U.S. Equal Employment Opportunity Commission (EEOC) - Seattle Office **(800) 669-4000**

Call to report workplace sexual harassment or discrimination.

Northwest Justice Project **(509) 225-0026**

Call for legal advice or to see if you qualify for free legal assistance.

Washington State Coalition Against Domestic Violence **(206) 389-2515**

Call to find resources in your area including safe shelter, counseling, and legal assistance.

Yakima Sexual Assault Program Hotline **(509) 575-4200**

Call 24/7 to receive information, crisis support, or referrals to service providers & more.

Yakima Valley Farm Workers Clinic Behavioral Services **(509) 453-1344**

Call for information on mental health services.

OREGON

Oregon Bureau of Labor and Industries **(971) 673-0761**

Call to report workplace sexual harassment or discrimination.

Oregon Law Center **(503) 640-4115**

Call for legal advice or to see if you qualify for free legal assistance.

Oregon Behavioral Health Support Line **1 (800) 923-4357**

Call for information on mental health services.

IDAHO

Idaho Human Rights Commission **(208) 334-2873**

Call to report workplace sexual harassment or discrimination.

Idaho Legal Aid Services, Inc. **(208) 746-7541**

Call for legal advice or to see if you qualify for free legal assistance.

Idaho Behavioral Health **(208) 454-2144**

Call for information on mental health services.

ALASKA

Alaska Legal Services Corporation **(907) 276-7474**

Call to report workplace sexual harassment or discrimination.

Corporación de Servicios Legales de Alaska **(907) 452-5181**

Call for legal advice or to see if you qualify for free legal assistance.

Alaska Behavioral Health **(907) 561-0954**

Call for information on mental health services.

NATIONAL

U.S. Equal Employment Opportunity Commission - National Office (EEOC) **1 (800) 669-4000**

<https://www.eeoc.gov/field-office>

Call to report workplace sexual harassment or discrimination.

Times Up Legal Defense Fund

<https://nwlrc.org/times-up-legal-defense-fund/>

Visit the website to get legal consultation and identify if you qualify for free legal assistance.

RAINN (Rape, Abuse & Incest National Network) **1 (800) 656-4673**

Call to receive support, information, advice, or referrals to service providers.

National Sexual Violence Resource Center

<https://www.nsvrc.org/>

Visit the website to find information, guidance, and resources on sexual assault.

**National Domestic
Violence Hotline**
1 (800) 799-7233

Call or text to find resources in your area including safe shelter, advocacy, counseling, and legal assistance.

**National Human
Trafficking Hotline**
1 (888) 373-7888

Call or text to get support and learn about services.





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