IMPROVING SAFETY AND RESPECT IN THE WORKPLACE
TRAINING OF SUPERVISORS
PRE-TEST

Put a mark on the frowning face if you disagree a lot. Put a mark on the smiling face if you agree a lot. Place an “X” somewhere else along the line to show if you feel something in between. (Your survey answers will remain anonymous.)

1. I understand what sexual harassment, sexual assault, stalking, and domestic violence are.

   Not at all  | Sort of  | Yes! A lot

2. I can recognize the signs that an employee has experienced violence or harassment.

   Not at all  | Sort of  | Yes! A lot

3. I can recognize the signs that an employee is committing an act of violence or harassment.

   Not at all  | Sort of  | Yes! A lot

4. I know what our company’s policies are regarding violence and harassment.

   Not at all  | Sort of  | Yes! A lot

5. I know what to do if I learn that an employee is experiencing violence or harassment at work or at home.

   Not at all  | Sort of  | Yes! A lot

6. I know what to do if I learn that an employee is committing an act of violence or harassment at work or at home.

   Not at all  | Sort of  | Yes! A lot
Thank you for taking this survey!

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www.futureswithoutviolence.org  www.korwinconsulting.com
HANDOUT 1-1 “SEXUAL HARASSMENT DISCUSSION QUESTIONS”

1. Who are the characters? Describe their interaction
2. What is the boss asking Maria to do? Is it sexual harassment? Why or why not?
3. What are other things that a boss/supervisor could say or do that could be considered sexual harassment?
4. What might happen to Maria if she says no?
5. Why does the boss feel like he can say or do those things to Maria?
6. Why did the boss pick that place to talk to Maria?
7. What are some other places on the farm where a boss or supervisor might act or speak this way to employees?
8. Are there places off of the farm where this could occur?
9. What are the effects on the business and the workers if these things happen?
HANDOUT 1-2. “FOTONOVELA: MARI AND PATY”

This is the story of what happened between two friends when they were working in the fields. It is a Friday afternoon and work is just ending.

Hello Pary. You are crying again? Since you’ve been with Jose you are always sad and you don’t talk to anyone about it. What’s up?

No you aren’t ok. You are crying all the time. Talk to me.

Nothing’s wrong, Mary. I’m fine. sob sob

Oh Mary. I can’t take it anymore. Jose treats me so badly and he’s very jealous. He doesn’t want me to talk to anyone. He watches me all the time, checks my phone, and always yells at me. And when he is drunk he is even more abusive. sob sob

That’s why you don’t talk to anyone and you are always alone on the bus when we come to work.

Leaves him. You have a job. Ask for help.

Why don’t we talk to the boss. Maybe he can help.

I can’t leave him. He threatens to take my son if I do. The other day he hit me and choked me and told me not to tell anyone or it would be even worse.

No. The boss already knows. He works with him. And the other day he saw Jose yank my hair here at work and he didn’t say anything.
HANDOUT 1-3 “POWER AND CONTROL WHEEL

POWER AND CONTROL

PHYSICAL VIOLENCE

SEXUAL VIOLENCE

USING ECONOMIC ABUSE
Preventing her from getting or keeping a job • making her ask for money • giving her an allowance • taking her money • not letting her know about or have access to family income.

USING MALE PRIVILEGE
Treating her like a servant • making all the big decisions • acting like the “master of the castle” • being the one to define men’s and women’s roles.

USING CHILDREN
Making her feel guilty about the children • using the children to relay messages • using visitation to harass her • threatening to take the children away.

USING INTIMIDATION
Making her afraid by using looks, actions, gestures • smashing things • destroying her property • abusing pets • displaying weapons.

USING EMOTIONAL ABUSE
Putting her down • making her feel bad about herself • calling her names • making her think she’s crazy • playing mind games • humiliating her • making her feel guilty.

USING ISOLATION
Controlling what she does, who she sees and talks to, what she reads, where she goes • limiting her outside involvement • using jealousy to justify actions.

MINIMIZING, DENYING AND BLAMING
Making light of the abuse and not taking her concerns about it seriously • saying the abuse didn’t happen • shifting responsibility for abusive behavior • saying she caused it.
HANDOUT 2-1 “SUNRIPE CERTIFIED BRANDS POLICIES”

For an example of a model employer policy, please visit the Workplaces Respond National Resource Center’s page:

https://www.workplacesrespond.org/resource-library/modelpolicy/
HANDOUT 2-2 “SCENARIO: A LOVERS’ ARGUMENT”

Luis, a dumper, and Ana, a harvester, both work on Roberto's crew and had dated for six months until recently breaking up. Ana broke up with Luis because she didn't like the way he constantly asked her where she was and who she was talking to; he would get mad if he saw her with her friends or talking to other men. He also kept telling her that he should keep her paycheck because she was terrible with money, always spending it on "dumb" things.

It comes to Roberto's attention that lately, Luis often rejects Ana's buckets and returns them with comments such as “they are full of stems.” Roberto realizes that this behavior is only directed at Ana.

Ana hasn't complained or said anything to Roberto. Roberto assumes that this is a lovers’ argument and that if it was bothering Ana, she would say something to him.
Maribel, a farm manager, notices that a particular field supervisor, Enrique, visits company housing. Enrique always approaches the same housing unit where a female worker named Juana lives. During his visits, Maribel hears a lot of angry shouting and crying.

Maribel assumes since Juana has not reported any issues, there is nothing she should do. Also, Maribel feels that since this behavior is not occurring in the fields, she has no obligation to report it or intervene.
Juan, Cristina and Rosa all work together on the same crew. Juan and Cristina would often joke with each other on the bus, trading friendly remarks. Up to this point, the jokes were non sexual, but lately, Juan has started telling Cristina that she has a “really nice figure” and that she is “hot.”

Today, as they were waiting for the bus to go home, Juan told Cristina that she is so hot he cannot resist her, using sexually explicit and graphic language. The other workers laughed.

Diego, the bus driver, was sitting nearby in his bus and overheard Juan's comments to Cristina; he smiled and shook his head. Cristina smiled at Juan and the others and then boarded the bus with her friend Rosa without saying anything. On the bus, Juan continued talking loudly to Cristina about wanting to be with her and the other workers continued to laugh and join in with what looked like a joke.

As Rosa got off the bus, she asked Diego the bus driver if he was going to do anything about Juan and the others. The driver responded, "When those things happen, I try not to listen and I go somewhere else in my head."
**THE SITUATION**
You see or hear of inappropriate behavior related to domestic violence, sexual violence, sexual harassment, stalking or another form of harassment.

**ASSESS THE IMMEDIATE DANGER**
Is it physically violent or does it threaten another’s well-being/safety (such as hitting, pushing, stalking, or threatening)?

- **Yes**
  - Ensure safety first
  1. If immediate assistance is needed, call 911 and separate parties involved if it’s safe for you to do so.
  2. If ongoing violence or threat, take actions to keep the victim safe from the perpetrator.

- **No**
  - Assess situation further
  1. If it is non-physical or non-life-threatening, but still inappropriate behavior (such as negative or inappropriate comments, uncomfortable staring, asking for sexual favors, arguments, etc.), you must still address the situation.
  2. Does this appear to be something you, as the supervisor, can fix right there?

---

**WHO DO I REPORT THIS TO?**
1. If you called 911, you will provide a report to the police.
2. Report this to your immediate supervisor.
3. Report this to HR.

**WHO DO I REPORT THIS TO?**
1. Report this to your immediate supervisor AND
2. Report this to HR.

**WHO DO I REPORT THIS TO?**
1. Report this to your immediate supervisor.
2. Report this to HR.

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**HOW ELSE SHOULD I RESPOND TO THE SITUATION?**
1. Immediately interrupt and stop the inappropriate behavior.
2. Obtain names of the people involved and collect details about what happened in the incident.
3. Speak with the victim privately in a space where the conversation can’t be overheard to better assess the situation. Remind the victim that he/she can report directly to HR, who can make referrals for resources for people who need counseling and other support. He/she can also report sexual harassment or violence to the FFSC complaint line if he/she prefers.
4. Talk to the perpetrator and explain that the behavior violates policies, and explain what might happen as a result of this behavior. If you had to report the situation to HR, then let him/her know that you will work with HR to determine the appropriate counseling action. If this is a situation where you do not have to report to HR, tell the perpetrator that you do not want this type of behavior exhibited again and if it does happen, that you will need to report this to HR and that he/she will face disciplinary action.
5. Talk to the other workers to address the unacceptable behavior and explain potential consequences; this not only models good behavior for workers but can also prevent future bad behavior. Make it clear that you want to create a safe and healthy workplace.
6. If there is need for further investigation, whether by police, HR, or a third party, provide support as needed and keep the report confidential.
HANDOUT 3-3 “SUNRIPE CERTIFIED BRANDS’ COUNSELING & DISCIPLINARY PROCEDURE”

Redacted.
IMPROVING SAFETY AND RESPECT IN THE WORKPLACE
TRAINING OF SUPERVISORS
POST-TEST

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Continue on next page ➔
HELP US GIVE A BETTER TRAINING! PLEASE TELL US:

7. Something I learned today that I will use at work is:

8. Something I wish you had talked more about is:

9. Is there anything else you would like to tell us about the training?

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