

Thank you for taking this survey!

This project was supported by Grant No. 2012-TA-AX-K055 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.



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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"

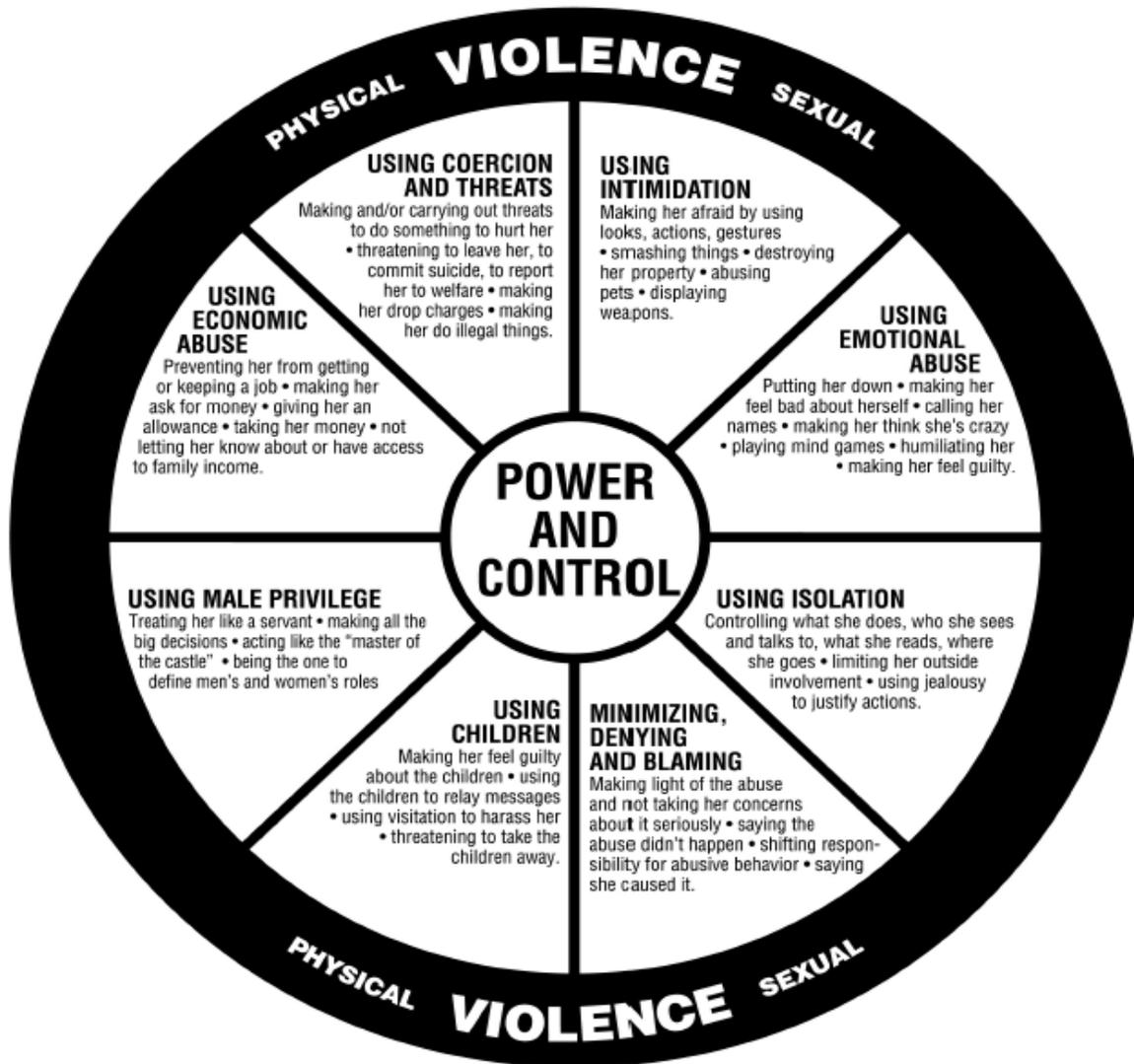
This is the story of what happened between two friends when they were working in the fields. It is a Friday afternoon and work is just ending.

Hello Paty. 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 in 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. Leave 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”



DOMESTIC ABUSE INTERVENTION PROJECT

202 East Superior Street
Duluth, Minnesota 55802
218-722-2781
www.duluth-model.org



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.



HANDOUT 2-3 “SCENARIO: COMPANY HOUSING – BLURRED LINES BETWEEN HOME AND WORK”

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.



HANDOUT 3-1 “SCENARIO: DIEGO THE BUS DRIVER’S DILEMMA”

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.”

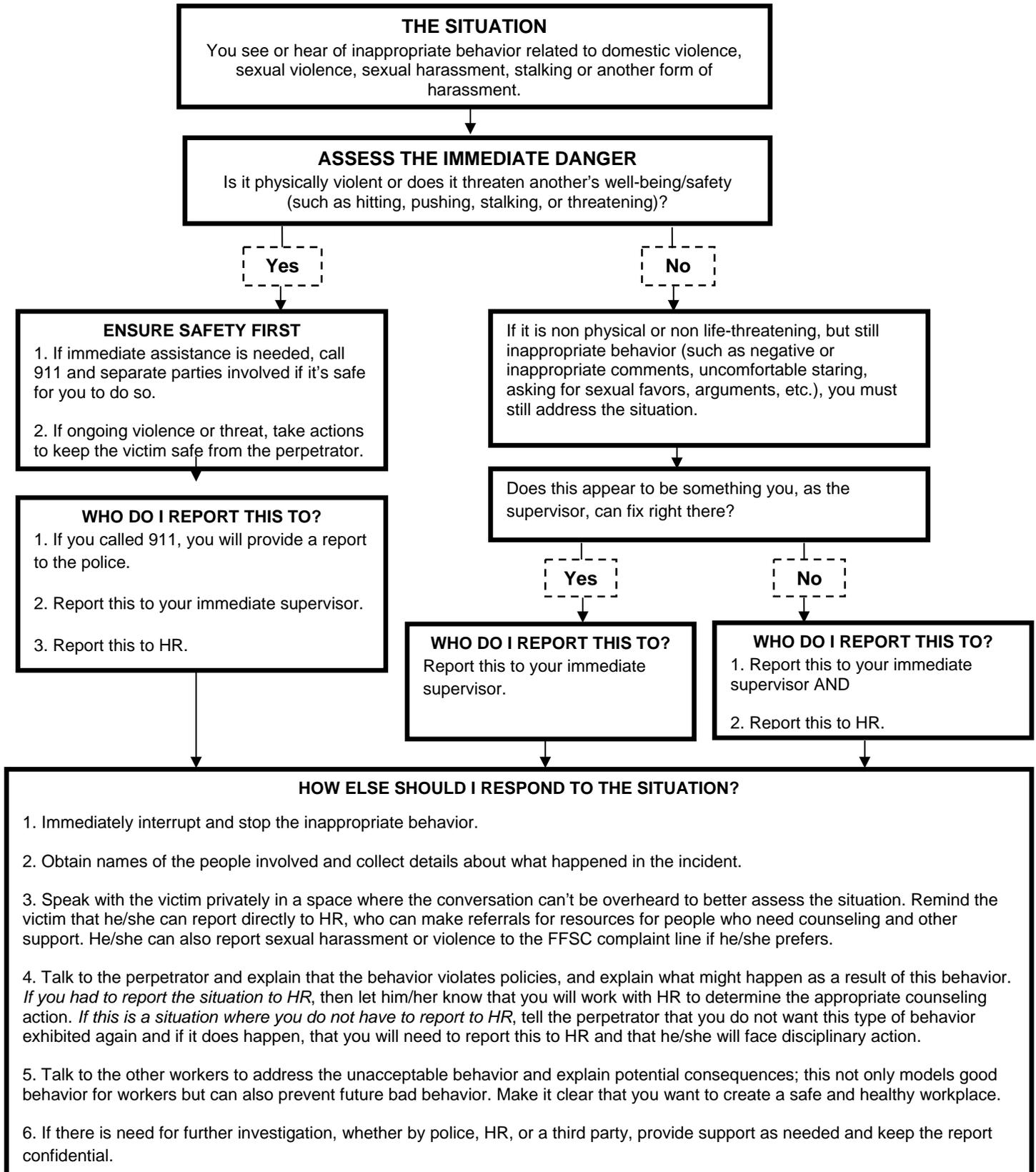
Today, as they were waiting for the bus to go home, Juan told Cristina that she is so hot he cannot resist her, using sexually explicit and graphic language. The other workers laughed.

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.”



HANDOUT 3-2 “RESPONSE & REPORTING GUIDE”



HANDOUT 3-3 “SUNRIPE CERTIFIED BRANDS’ COUNSELING & DISCIPLINARY PROCEDURE”

Redacted.



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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