



Resources for Members: Sexual Harassment, Domestic Violence & Gender-Based Violence

SEXUAL HARASSMENT

Sexual harassment in the workplace can take many different forms, some of which may be obvious and some of which may be more subtle.

Here are some examples of behaviors that could constitute sexual harassment:

- 1. Unwanted physical contact:** This includes touching, groping, or hugging without consent.
- 2. Comments about appearance or body parts:**
This includes comments or jokes about a person's physical attributes or clothing that are unwelcome and sexual in nature.
- 3. Requests for sexual favors:** This includes explicit or implicit requests for sexual activity in exchange for job benefits or other rewards.
- 4. Sexual advances or propositions:** This includes unwanted sexual advances, requests for dates, or other sexual overtures.
- 5. Displaying sexual materials:** This includes displaying pornography, nude or suggestive images, or other sexually explicit material in the workplace.
- 6. Verbal abuse or threats:** This includes using sexually explicit language or making threats based on someone's gender or sexuality.
- 7. Invasion of personal space:** This includes standing too close, staring, or other behavior that makes someone feel uncomfortable or threatened.

It's important to note that sexual harassment can occur between people of any gender, and that it doesn't necessarily involve physical contact or overtly sexual behavior. It can also take place in any industry or type of workplace, and can be perpetuated by co-workers, supervisors, or customers/clients.

DOMESTIC VIOLENCE

Domestic Violence is "a pattern of behavior used by an individual to establish and maintain power and control over their intimate partner. The behavior includes abusive tactics, threats and actions that may or may not rise to the level of criminal behavior."

Types of Abuse include:

- Physical abuse
- Financial abuse
- Exerting dominance and privilege
- Threats, coercion, intimidation
- Sexual abuse
- Technological abuse
- Isolation
- Spiritual abuse
- Emotional and psychological abuse
- Stalking
- Cultural abuse
- Using children and pets

Source: NYS Office for the Prevention of Domestic Violence



PRESENTED BY THE NEW YORK STATE PUBLIC EMPLOYEES FEDERATION & THE PEF WOMEN'S COMMITTEE

Domestic Violence Statistics:

- 1 in 3 women and 1 in 4 men in the United States have experienced some form of physical violence by an intimate partner.
- 31.7% of New York women and 29% of New York men experience intimate partner physical violence, intimate partner sexual violence and/or intimate partner stalking in their lifetimes.

- In 2018, domestic violence accounted for 20% of all violent crime
- Abusers' access to firearms increases the risk of intimate partner femicide at least five-fold.

Source: National Coalition Against Domestic Violence

GENDER-BASED VIOLENCE

Gender Based Violence is harm, or threats to harm, committed against a person(s) based on actual or perceived sex, gender, sexual orientation, gender identity or expression or other such sex/gender related characteristics.

Gender-based violence may include:

- Sexual, emotional, psychological and financial abuse, or threats of abuse
- People of all genders, sexual orientations and gender-identities may experience gender based violence, but women and girls are impacted the most.

Source: NYS Office for the Prevention of Domestic Violence

"In most cases, GBV is rooted in historical and ongoing structural inequalities, the abuse of power, and harmful norms and practices—including denial, tolerance, or silence in the face of these harms—as well as situational power imbalances. GBV is also compounded by other intersecting forms of discrimination and bias."

– National Plan to End Gender-Based Violence, May 2023

YOU'RE NOT ALONE!

Dealing with sexual harassment can result in emotional, physical, and psychological harm. Active, dues-paying PEF Members may be eligible for trauma counseling provided at no cost to provide help and healing whenever needed, wherever a member may be.

To learn more, visit www.pefmpb.com/insurance/trauma-coverage or call **518-785-1900 ext. 243** for more information.

HOW TO GET HELP

• **If you are in immediate danger, call 911.** •

- **The New York State Division of Human Rights will operate a toll-free confidential hotline** for complaints of workplace sexual harassment, which can connect you with pro bono attorneys who can advise you of your legal rights. You can reach the hotline at 1-800-HARASS-3.
- **OER/ADID:**
<https://oer.ny.gov/anti-discrimination-investigations>
- **NYS OPDV Live Chat:**
<https://opdv.ny.gov/>
- **PEF JAAAC Materials:**
<https://www.pef.org/jaaac/>

- **National Domestic Violence Hotline**
www.ndvh.org
1-800-799-SAFE (7233) | TTY 1-800-787-3224
- **National Sexual Assault Hotline**
www.rainn.org
1-800-656-HOPE (4673)
- **Love Is Respect**
www.loveisrespect.org
Chat Online: www.loveisrespect.org
1-866-331-9474
TTY 1-866-331-8453
Text: loveis to 22522