



UNSW
SYDNEY

Sexual Harassment

– It's Not OK!

Comics -
Teacher Kit



UNSW
Kingsford
Legal Centre



About this Kit

This resource was developed by Kingsford Legal Centre, a community legal centre at UNSW Sydney. It draws on our extensive experience in discrimination law and presenting legal information on sexual harassment to high school and university students. Kingsford Legal Centre runs a specialist Sexual Harassment Legal Service. More information is available at: klc.unsw.edu.au/free-legal-help/sexual-harassment-legal-service.

This resource is designed to facilitate discussions around sexual harassment in the workplace and to help students understand what is appropriate and inappropriate behaviour. To engage students in this discussion we have developed a comic series that depicts common scenarios of sexual harassment. The comics are designed to generate discussion about what students can do if they are the target of inappropriate behaviour or know about it, and provide strategies if they experience or observe sexual harassment.

The Kit has been developed for high school and university students who are close to entering or have recently entered the world of work. Facilitators may wish to adjust the content for younger students and should use the trigger warnings contained in the material when advising students of the session and immediately before it is delivered. Teachers also need to ensure that information about where to go for help is also provided to students at the time of the session and afterward.

We acknowledge the support of the Women's Wellbeing Academy - Equity Diversity & Inclusion Unit - UNSW Sydney in funding the resource.

Comics and Discussion Questions for Students

Trigger warning – Note for Teachers

The following resources have been developed to teach students about the various ways sexual harassment can occur in the workplace. Sometimes, sexual harassment can constitute sexual assault. These comics may be upsetting for students and facilitators who have experienced sexual harassment or assault, or who know someone who has.

Please make sure that you give the students a content warning before discussing this material. You should do this when you advise them of the session (i.e. ahead of time) and immediately at the beginning of the session. Statistics indicate that it will be likely that someone in your class will have experienced some of these issues or be closely connected to someone who has.

If any students excuse themselves from the class, let them go out. Ideally if there are two facilitators you can discuss beforehand that if someone does leave the room, one of you can also discretely leave the room and check on them and the other person takes over their role at that time. If this is not possible, make sure that you check on them after class or build a break or a couple of breaks into the sessions. This will allow you to check on students and also to enable students who may leave the opportunity to rejoin after you have a chat with them about what you will be covering in the next sessions.

It is also important that you and your students are aware of where to go for assistance and support, so make sure you tell students this at the very start, as students might be feeling uncomfortable and might not ask for help. Having the resources link somewhere accessible (such as on a handout or a PowerPoint) is a good idea for students who do not want to disclose this information to you.

Teacher Material Suggested Trigger Warning

I am going to start by giving a trigger warning. A trigger warning is to tell you that what we discuss today may be upsetting or distressing to you.

This is because today we are going to be discussing sexual harassment, which will involve talking about content some of you may find distressing. We may also talk about upsetting issues such as what happens when you experience unwelcome sexual behaviour and sexual assault.

If at any point you need to take a moment during this training, please just leave the room [make the students aware of any relevant facilities]. It is important that you don't leave the building without me being aware.

When we discuss these issues today we need to remember to do so respectfully and to be aware that some people in this class room may have been directly affected by the issues we discuss. We also need to agree that what we discuss today stays in this classroom.

If this has brought up issues for you – help is available (we suggest this is provided to students in some form – see handout page)

Free Confidential Help:

If you need to talk to someone, the following organisations can help.

For support:

- > **1800 RESPECT** – Call 1800 737 732 for confidential phone counselling about sexual assault.
- > **Kids Helpline** – Call 1800 55 1800 for free 24/7 phone and online counselling service for young people aged 5-25.
- > **Lifeline** – Call 13 11 14 for crisis support and suicide prevention.

For legal advice:

- > **Kingsford Legal Centre** – Call 02 9385 9566 to speak to someone about getting help with a sexual harassment complaint. Kingsford Legal Centre has a sexual harassment clinic that can help anyone in NSW. All legal advice from Kingsford Legal Centre is free and confidential.
- > **Community Legal Centres Australia.** Community Legal Centres Australia is a good starting point for people to find the most appropriate legal service to help them. You can find your local community legal centre by checking the online directory of legal services at clcs.org.au/findlegalhelp

The next page has a handout for students that should be provided with the session.

Resources for Free Help for Students

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Activity

- > Divide Class into small groups for a small group discussion.
- > Hand out comics - either one comic per group or all comics to all groups
- > Encourage small group discussion around one or more of the comics. Teachers should monitor this discussion;
- > Bring the groups back for large group discussion on the comics considered.

Small group discussion

Divide the class into small groups to discuss the comics and ask them to consider the comics. Ask them to consider the questions for each comic. Depending on how much time you have, you can allocate a different comic to each group, or ask each group to go through several comics.

- > In your groups look at the comics and consider the scenarios and questions.
- > What is happening in the scenarios?
- > Are there points in which people cross a line? Is sexual harassment depicted?

You can encourage students to consider aspects such as :

- Relationship between the people involved and whether there is a power imbalance.
- Identify the perpetrator, person being harassed and bystander in each scenario.
- There are no absolute right ways to react.
- Remember to emphasise safety and wellbeing in the situation.
- Remember to keep the discussion respectful, even when there are different perspectives.

Whole class discussion

After the students have discussed the comics in small groups, bring them back together for a whole class discussion. Ask each group to report back on what their group thought about the comic or comics they discussed. You can ask them to briefly explain the scenario in the comic, and then to share one or two of their answers to the discussion questions.

Overall, the best response is one that makes you feel safe and comfortable. There is no one right answer regarding the best way to respond. However, there are some overall guidelines to keep in mind.

Retaliating to try to hurt the harasser or make them feel uncomfortable might feel empowering in the moment. However, it could backfire and either make it a more uncomfortable place for you to work in the long run, or lead to you being told off or disciplined at work. You must also keep in mind that you have an obligation to act in a way that is appropriate for the workplace.

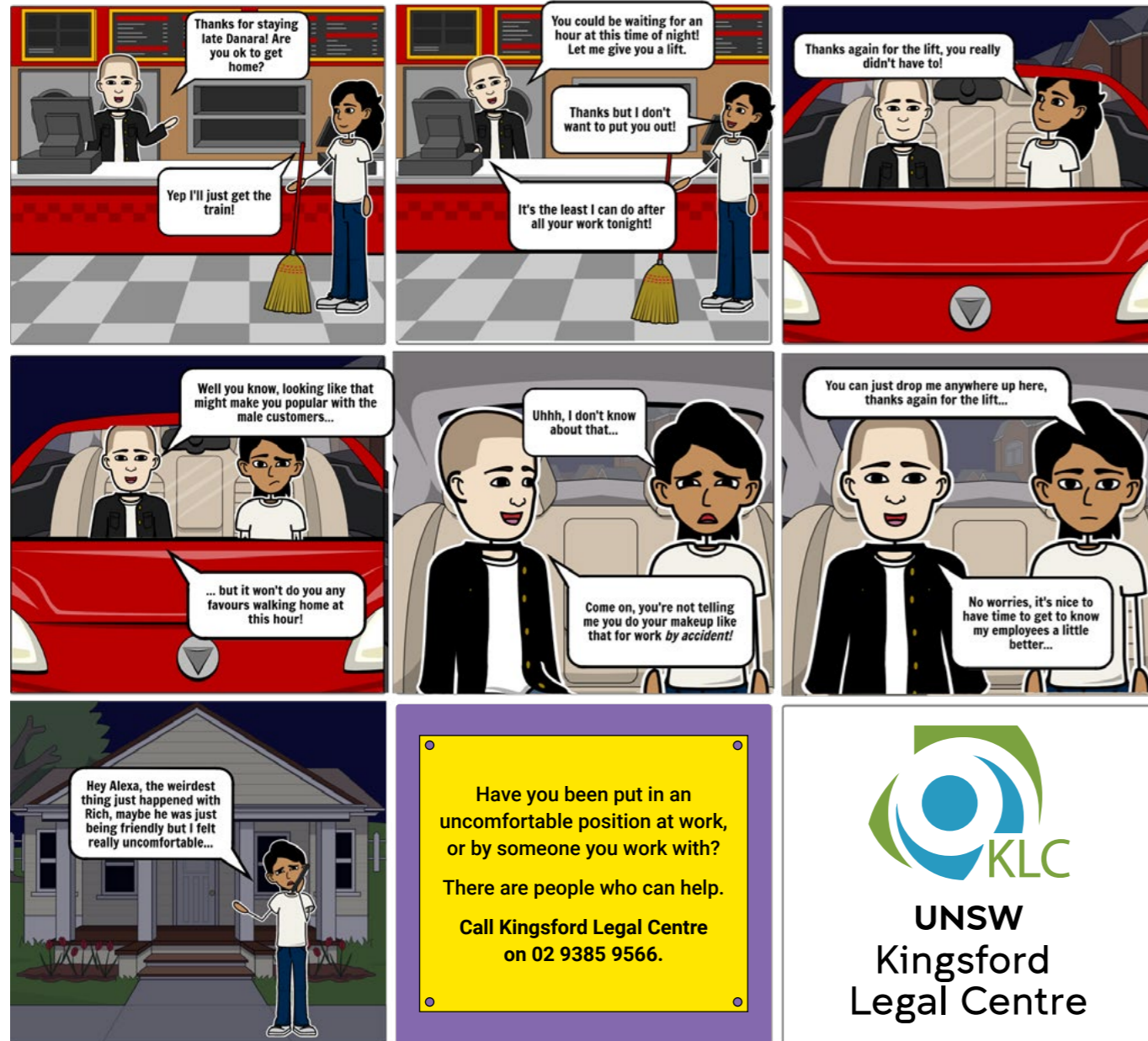
Concluding the session

It is important at the end to re-emphasise that what you have talked about today are difficult issues. Touch on the elements of the trigger warning – some students may not have realised the issues will have been triggering, so make sure you raise again that help is available if students feel upset by the discussion. Indicate that you are available to chat at the conclusion of the class. Make sure the handout of where to go for help is easily available to all students. Try to bring together the discussion and themes raised by the discussion.

You could emphasise:

- > this is a difficult and complex issue that is difficult to navigate.
- > it's good to reflect and think about these situations and what your options may be.
- > it is important that if you are sexually harassed you can recognise it and understand that It's Not OK! and there are things you can do or places that you can go for help.
- > that even talking to someone after the event can help.
- > sometimes a harasser may not realise what they are doing or saying is harassment or the effect it can have.
- > if you see harassment happening, you have a role to play too. While it may not always be easy, there are choices that you can make to help stop sexual harassment.
- > Workplaces should be safe places and we all play a role in that. We can help change workplaces. You are the future managers and bosses who can make that change.
- > this program should not make you nervous about joining the workforce, it is arming you with knowledge to navigate issues if they come up. We hope you never have to deal with these issues but that if you do, you come to it with some information.
- > There are places to go for FREE help (see the Resources for Free Help for Students on page 6) or I am available after class to speak.

It's Not OK! A Lift Home Danara



01 . How do you think Danara felt?

Suggested answers:

- Worried
- Confused
- Uncomfortable
- Concerned about future encounters, whether and how to say no to future offers for a lift home

02 . Did Rich do anything that crossed the line? If yes, what was it?

Suggested answers:

Yes. Offering a colleague a lift home may not in itself be an issue. But the comments he made in the car were inappropriate. They were talking about her looks and how she might be treated by customers and others because of them. What he says about getting to know his employees was at the very least a bit creepy and concerning.

03 . If you were in the same situation as Danara, what could you do?

Suggested answers:

- Not accept lifts from Rich again.
- Have alternative arrangements ready for getting home.
- If Rich is the shift manager or line manager of a larger organisation, she could go to someone more senior.
- The next time she is at work, ask Rich what he meant by those comments and say that they made her feel uncomfortable.
- If he is the business owner, she may want to make a formal complaint outside of work

04 . Does it make a difference whether Rich is her boss or a colleague?

Suggested answers:

- The comments were inappropriate whether from a boss or colleague, however, clearly there is the additional issue that there is a power imbalance here, which makes it more difficult for Danara to complain
- She would be worried about the effect on her job in making a complaint, whether she would be given more shifts etc.

05 . (Bystander question optional) Alexa is Danara's friend, and also her colleague. What advice could Alexa give her?

Suggested answers:

- Simply as a friend, Alexa could let her know her options in making a formal or informal complaint.
- Alexa could make sure Danara felt supported, if for example she choose to take action.
- She could tell her not to take any lifts with him again.
- She could tell Danara to make sure she tells her if any other weird comments or incidents happen.

It's Not OK!

The Warning

Celeste



01 . How do you think Celeste felt?

Suggested answers:

- Scared
- Confused
- Annoyed
- Angry
- Upset

02 . Did any character do something that crossed the line? If yes, what was it?

Suggested answers:

It is unclear. Steve has given Celeste a warning at work. If she genuinely did something wrong that is one thing, but Celeste says she didn't do it and thinks the warning is in retaliation for her not going out with him. This is very serious as he is threatening her job.

03 . If you were in the same situation as Celeste, what could you do? What do you think might be some of the consequences of these options?

Suggested answers:

- It doesn't look like Steve is the owner. Celeste could make a complaint to management.
- This is very serious if Celeste's job is in jeopardy. Celeste should consider getting legal advice about the situation.

04 . (Bystander question: optional) If you were Jess, what could you do? What would you be worried about in taking those actions?

Suggested answers:

- Jess didn't actually see or hear anything but she said that something similar has happened before.
- She could be supportive to Celeste, whether or not Celeste makes a complaint she could let her know that if a complaint is made, she would be willing to tell management about what happened to Sophie.
- She could tell Celeste that she could have formal complaint options and she should get legal advice.

It's Not OK! Twenty Questions

Jia

Time drags when there are no customers!

Only... 117 minutes to freedom!

I know, let's play 20 questions!

Mmmm ok...

Let's start simple...

What's your bra size?

Come on Jia, it's not like I asked you something *really* personal...

Hi! Could I please try these on in a size 9?

Oh, of course! Let me get those for you.

You should know I overheard your conversation - I don't think that was ok.

What?! She knows it's a joke, this happens all the time!

I have half a mind to report you!

I wonder if your manager will see it as 'just a joke.'

Have you been put in an uncomfortable position at work, or by someone you work with?

There are people who can help.

Call Kingsford Legal Centre on 02 9385 9566.

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01 . How do you think Jia felt?

Suggested answers:

- Embarrassed
- Humiliated
- Offended
- Worried
- Confused about why she was being asked this at work.

02 . Did Jeff do anything that crossed the line? If yes, what was it?

Suggested answers:

Yes, he asked a very personal question about his colleague's physical appearance. This is not appropriate and could be sexual harassment.

03 . What could Jia do? What if this was a one off? What if this kept happening?

Suggested answers:

- She could tell Jeff that the question was not appropriate and not to do it again.
- She could tell Jeff that actually he can't ask his colleagues questions like that at work.
- She could report it to management.
- If it was a one off, Jia may feel it is enough to let Jeff know that the comment was inappropriate. That may be enough for the comments to stop.
- If it was not a one off, she could still ask Jeff to stop, if she hasn't before, but if the comments keep happening she could report it to management
- She could get legal advice about the formal options.

04 . Would your response change if Jeff was Jia's boss and not a co-worker?

Suggested answers:

If Jeff was Jia's boss, she may feel less comfortable in asking Jeff directly. It would depend on their working relationship and how comfortable she felt doing this.

05 . What could happen in this situation so Jeff could better understand the impact of his 'jokes'?

Suggested answers:

- Jeff may not realise that his question was offensive. This doesn't excuse the comments but it is an opportunity to make him aware that they are offensive. It might stop him making these comments to Jia or anyone else in the future.
- Jia may not want him to get in trouble and have his employer investigate things, she may be content to just have him realise the comments were offensive and inappropriate and that they stop.
- He might apologise to Jia.

06 . (Bystander question optional) Someone said something to Jeff. Did that person do the right thing? What other ways could she have intervened? Is this different depending on whether the intervention was by a customer, co-worker or manager?

Suggested answers:

- If you feel that it is safe to do so, this is a good option to take as a bystander.
- She could have intervened in the way she did, but use softer language with Jeff, with the same message and hopefully also be a way to stop the behaviour.
- You might react differently depending on your role. If you are a customer, you may not have the same bystander fears as an employee (for example, thinking about the effect on your job). If you are the manager, you have an obligation to stop sexual harassment from occurring. You should also talk to Jia about what happened.

It's Not OK!

The Loading Dock

Natalia

FRAGILE! FRAGILE! FRAGILE! FRAGILE!

This Way Up This Way Up This Way Up

Haha look at this one...

HA

Who knew THAT was hiding under Natalia's uniform!

Who knew THAT was hiding under Natalia's uniform!

Hey guys, what's so funny?

Oh nothing, just catching Scott up on your weekend activities.

If you go to the beach and less than 15 guys like your bikini pics, do you consider it a wasted trip?

Oooh, sounds like that hit a nerve!

Oh, that's really witty Jon! Don't quit your day job.

Come on, why'd you put up the photos if you don't want guys like us to look!

Have you been put in an uncomfortable position at work, or by someone you work with?

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01 . How do you think Natalia felt?

Suggested answers:

- Offended
- Humiliated
- Vulnerable
- Violated

02 . Did Jon do anything that crossed the line? If yes, what was it?

Suggested answers:

Yes, they are discussing her body and it seems to be in a sexual way.

03 . Do you think it matters if the male characters were accessing the pictures on her social media account as friends (i.e. they had permission to see them)?

Suggested answers:

It does not matter how they got the photographs.

04 . (Bystander question optional) What could Scott have done differently when he was shown the photos? How is your answer affected by the fact that Scott is friends with Jon?

Suggested answers:

- He could have not engaged in looking at the photos at all or by not engaging with Jon when he made his comments.
- He could have told Jon "That's not OK" and explained why.
- Scott had an opportunity to be an active bystander. Instead he was not supportive when Natalia responded to what was being said about her by Jon. His response supports Jon, so he could be seen as also harassing Natalia.
- He could have shown Natalia support by saying something like "yeah, that wasn't funny".
- He could have apologised to Natalia for letting Jon show him the photographs.
- By joining in he was sending a message to say that it was OK to look at the photos and make those comments.
- As Jon's friend, Scott is in a good position to be an active bystander and stop sexual harassment from happening. He could have told Jon to stop what he was doing before Natalia came over.

It's Not OK!

The Christmas Party

Josie



01 . How do you think Josie felt?

Suggested answers:

- Intimidated
- Confused
- Worried
- Nervous

02 . Did David do anything that crossed the line? If yes, what was it?

Suggested answers

Yes. David appears to be Josie's boss. It seems that Josie and David don't have the type of relationship where they would go for dinner as she initially thought it would be a group dinner with colleagues. It is after work and he is inviting a colleague by herself to dinner with him, singling her out from a group of colleagues.

03 . If Sara had not intervened, what could Josie have done in this situation?

Suggested answers:

- Told David that she remembered she had somewhere she had to go to.
- Mention the name of a colleague or two that she thinks should come too.
- If she felt comfortable, politely declined the offer.

04 . Did Sara do the right thing? Is there anything she should have done differently? Should Sara do anything else after the party is over?

Suggested answers:

- We don't know if the intervention was accidental or on purpose. Based on Sara looking over before she intervened, she may have heard what was going on. She gave Josie an easy way to get out of the situation if Josie wanted to. Sara may have read the situation and intervened and it gave Josie a solution, so that was a great bystander action.
- It seemed to be an appropriate intervention in the circumstances.
- Depending on Sara's position in the workplace, she may feel comfortable talking to David and telling him that his offer may have been inappropriate and should not have been made.
- She could check in with Josie and ask her if she is OK and tell her that she heard the conversation and would support her if she decided to make a complaint. This could be that night and/ or the next time they are at work.



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