

Recorded Video  
Home Study Course

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## Sexual Harassment Prevention Illinois

### Course Description

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- “Sexual Harassment Prevention” is an online recorded video continuing education course for healthcare professionals. This course focuses on defining sexual harassment in the workplace, identifying actions that constitute harassment, and will detail reporting guidelines and whistleblower protections.

### Course Rationale

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- This course is designed to educate, promote and facilitate behavior by healthcare providers to prevent sexual harassment. It is intended to fulfill the requirements of Illinois Public Act 100-0762 and 101-0221, Department of Professional Regulation Law of the Civil Administrative Code of Illinois Section 2105-15.5 and Illinois Joint Committee on Administrative Rules, Administrative Code Title 68, Chapter VII Subchapter a, Part 1130 Section 1130.400. Sexual Harassment Prevention Training.

### Goals and Objectives

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1. Define sexual harassment.
2. Define the types of sexual harassment, quid pro quo and hostile work environment.
3. Identify the various forms of sexual harassment.
4. Recognize behaviors that constitute sexual harassment in the workplace.
5. Identify the impact of sexual harassment on the individual and workplace environment.
6. Detail actions to take if one experiences or witnesses unwelcome sexual conduct.
7. Detail reporting guidelines within organizations and to outside entities, such as the Illinois Department of Human Rights.
8. Identify Federal and State of Illinois regulations related to legal liability in workplace sexual harassment cases.
9. Summarize whistleblower protections.
10. Identify responsible behaviors to prevent sexual harassment in the healthcare environment.

### Disclaimer

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- Application of concepts presented in this webinar is at the discretion of the individual participant in accordance with federal, state, and professional regulations.

### Course Outline and Schedule

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1-hour  
Recorded Video  
Home Study  
Course

Topic	Time
Defining Sexual Harassment	0:00 – 0:07
Types and Forms of Sexual Harassment	0:08 – 0:15
Behaviors that Constitute Sexual Harassment	0:16 – 0:30
Case Study Analysis	0:31 – 0:40
Impacts of Sexual Harassment	0:41 – 0:45
Actions and Reporting Guidelines	0:46 – 0:50
Whistleblower Protections	0:51 – 0:55
Responsible Behaviors in the Healthcare Setting	0:56 – 1:00

Consider This

### How to Obtain CEUs for this Course 7

- After viewing the course video, return to [www.cheapceus.com](http://www.cheapceus.com)
- Complete the post test with a score of at least 70%
  - May be retaken multiple times
- Submit the online payment for the course
- Print certificate
- Post test questions are reviewed throughout the presentation.

### Illinois Human Rights Act (IHRA) 8

- Requires employers to protect against unlawful harassment and discrimination in the workplace.

**Do**

- Provide annual prevention training
- Allow nonemployees to bring claims

**Don't**

- Allow or engage in harassment
- Require confidentiality or arbitration for certain claims

Illinois General Assembly, Illinois Human Rights Act (775 ILCS 5/), <http://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2266&ChapterID=64>

### Definitions 9

- Sexual Assault** • Sexual penetration using force or threat of force.
- Harassment** • Unwelcome conduct based on protected traits related to employment.
- Street Harassment** • Offensive conduct in a high-risk area without consent based on a protected trait.
- Sexual Harassment** • Unwelcome sexual advances or requests for sexual favors or conduct of a sexual nature related to employment.

Illinois General Assembly, Criminal Sexual Assault (720 ILCS 5/11-1.20) <http://www.ilga.gov/legislation/ilcs/ilcs5.asp?DocName=72000050K11-1.20>  
 Illinois General Assembly, Illinois Human Rights Act (775 ILCS 5/), <http://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2266&ChapterID=64>  
 Senate Task Force on Sexual Discrimination and Harassment Awareness and Prevention, (2018), Findings and Proposals for Addressing Sexual Harassment in Illinois. <http://www.ilga.gov/reports/Reports/Submit%202018%20S%20Task%20Force%20on%20Sexual%20Discrimination%20and%20Harassment%20Awareness%20and%20Proposals%20for%20Addressing%20Sexual%20Harassment%20in%20Illinois>

### Sexual Harassment 10

- Any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when:
  - Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment.
  - Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual.
  - Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Illinois General Assembly, Public Act 100-0762 Department of Professional Regulation Law of the Civil Administrative Code of Illinois Section 2105-15.5 <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=100-0762&GA=100>

### Sexual Conduct vs. Sexual Harassment 11

- The key distinction is whether or not the behavior is welcome and if it impacts employment.
- The "reasonable person" standard assesses the actions.
- Intent of the alleged harasser is irrelevant.

Unsolicited

Unwelcome

Sexual Harassment

Undesirable

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1. Which of the following is NOT a consideration when differentiating behavior between acceptable sexual conduct and unacceptable sexual harassment?

- A. Was the behavior welcomed?
- B. Did the behavior impact employment?
- C. What was the intent of the person displaying the behavior?
- D. How would a reasonable person assess the behavior?

### Recognizing Sexual Harassment 13

- Where**
  - Work environment
- Who**
  - Perpetrators
  - Victims
- Types**
  - Quid pro quo
  - Hostile work environment
- Forms**
  - Sexual advances and favors
  - Unwelcome physical acts
  - Verbal and written conduct
  - Non-verbal conduct
  - Visuals

### Working Environment 14

- Sexual harassment is not limited to the physical location where an employee is assigned and does not need to occur in-person.

### 2. Sexual harassment occurring in which of the following environments could potentially be classified as "work related"?

- Patient residences where the employee executes their job duties
- Public spaces such as the facility parking lot during non-working hours
- Non-physical spaces such as electronic media and digital communication
- All of the above

### Perpetrators and Victims 16

- Sexual harassment is not limited to co-workers and supervisors.
- The victim does not have to be the person the behavior is directed toward.
- Gender is irrelevant.

### Quid Pro Quo Sexual Harassment 17

- This type of sexual harassment results in a tangible employment decision based upon the employee's acceptance or rejection of unwelcome sexual advances or requests for sexual favors.

### 3. Which statement is TRUE regarding sexual harassment? 18

- Sexual harassment in the workplace is a woman's issue not effecting men.
- Quid pro quo may involve a request for sexual favors in exchange for employment benefits.
- If the individual submits to the demand for the sexual favors, it is not considered harassment.
- Individuals who overhear sexually offensive verbal comments cannot be considered victims of the harassment.

### Hostile Work Environment

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- When acts have the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Employee capacity to do their job is damaged.

Must be severe or pervasive.

Consider This

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4. In the lunchroom, an employee frequently and publicly brags about their sexual exploits while sharing dating app screenshots. This type of behavior may be considered \_\_\_\_\_.

- A. Quid pro quo sexual harassment.
- B. An unethical interpersonal environment.
- C. A hostile work environment.
- D. Normal mid-day banter and stress relief.

### Forms Sexual Harassment

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Form of Sexual Harassment
Visuals
Sexual advances and favors
Unwelcome physical acts
Verbal and written conduct
Non-verbal conduct

### Sexual Advances and Favors

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- Examples of behaviors that may be sexual harassment include:
  - Unwelcome sexual advances
  - Requests for sexual favors
  - Pressure for dates

### Unwelcome Physical Acts

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- Examples of behaviors that may be sexual harassment include:
  - Rape or sexual assault
  - Deliberate touching, leaning over, or cornering

Consider This

### Verbal and Written Conduct

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- Examples of behaviors that may be sexual harassment include:
  - Sexually offensive language or comments
  - Sexual jokes or remarks
  - Referring to someone with slang or nicknames
  - Telling lies or spreading rumors about a person's sex life
  - Making lewd noises

Consider This

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5. Which of the following behaviors may be considered workplace sexual harassment?
- A. Unsolicited hugs during work hours from a colleague who the individual has dated.
  - B. Married co-workers who walk from the parking lot into the building while holding each other's hand.
  - C. Elderly patients who refer to their spouse as "honey" in the homecare setting while receiving healthcare services.
  - D. Friendly flirting between mutually consenting individuals who are equal in power and authority.

### Non-Verbal Conduct

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- Examples of behaviors that may be sexual harassment include:
  - Making sexual gestures
  - Staring at someone
  - Playing music with offensive language

Consider This

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6. Which of the following is TRUE regarding sexual harassment?
- A. If most people present find a joke funny, then the one person who is offended should leave the area because it is freedom of speech.
  - B. It cannot be considered as sexual harassment if an employee offers well-intentioned compliments to co-workers about their appearance.
  - C. Employers cannot control how vendors, visitors, and clients behave, so employees should not report inappropriate behaviors from these individuals.
  - D. Employees need to consider their gestures and music choices in the workplace as these could contribute to a hostile work environment.

### Visuals

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- Examples of behaviors that may be sexual harassment include:
  - Displaying sexual images
  - Wearing clothing with offensive or vulgar language or images.

### Case Study – Off the Clock

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- Riley and Morgan are coworkers at a skilled nursing facility. Riley posted vacation pictures on their public social media account in swim attire on a Caribbean beach. Morgan, who follows Riley, posted sexually explicit comments about Riley's body in the pictures.
- Riley told Morgan that the comments are awkward and to stop. Morgan responded with even more offensive posts on the social media page.
- Morgan also commented on Riley's body to Riley and others during the following workday. Riley tries to avoid Morgan at work now.
- Is Morgan sexually harassing Riley?

### Case Study – Social Media

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- Victor is an orthopedic surgeon with patients on the hospital unit where Allison is a physical therapist. Occasionally when his rounds coordinate with her schedule, they dine together in the cafeteria. Victor has a social media account that is not private and posted images of their favorite actress topless.
- Victor and Allison have never had any discussions about the posts. Allison, who follows Victor, saw the posts and finds the images offensive.
- Is Victor sexually harassing Allison?

**Case Study – Just being friendly?** 31

- James is being treated for a rotator cuff tear at the only outpatient therapy clinic in the area that accepts his insurance. During a posture assessment the clinician comments “Perfect abs, we don’t need more exercises for those.”
- The following session, the therapist engages James regarding the mechanism of injury joking “I should have guessed you are a hockey player with your body.”
- Over the next several weeks, physical compliments continue. James also notices he is the only patient who consistently has his shirt off during shoulder stretching and is never provided draping.
- One Friday when James is the last patient of the day, the clinician invites him to happy hour. James feels uncomfortable but does not want to upset the therapist, so he reluctantly attends.
- Is the clinician sexually harassing James?

**Case Study – Street harassment?** 32

- Sonia’s home care agency assigns her patients at several assisted living communities. One of the locations is under renovation with work crews often on-site during her sessions with residents.
- When walking to her car, Sonia hears whistles across the parking lot which she ignores. Glancing in her rearview mirror to back out, she notices the men making thrusting gestures.
- Sonia informs her supervisor at the agency who acknowledges that the interaction was inappropriate and directs her to communicate if the situation re-occurs or escalates.
- The next week, Sonia cautiously passes the workers to enter the building, flashing them a look of disapproval in response to their conduct.
- Is Sonia in a hostile work environment?

**Impact on Workplace Environment** 33

- Organizational tolerance of sexual harassment has a detrimental influence in workplaces.

**Impact on the Individual** 34

- Sexual harassment may occur without economic injury or negative job-related consequences for the victim.
- Clinicians feel less valued as part of the healthcare team.
- Students may experience negative academic impacts.

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7. What must the victim be able to prove to establish a claim of hostile work environment or sexual harassment?

- Lost wages or economic injury
- Demotion or poor performance evaluations
- Severe or pervasive offensive behavior
- Denial of vacation or altered work schedule

**Action for Victims** 36

State of Illinois. Illinois Sexual Harassment and Discrimination Helpline: Legal Protections. <https://www2.illinois.gov/sites/sexharassment/ReportLegalProtections.aspx>

8. What is the best initial action for someone to take if they are experiencing inappropriate and offensive physical or verbal actions in the workplace? 37

- A. Ignore the harassment, hoping it will go away.
- B. Communicate their objection to the offender and ask them to stop.
- C. Alter their routine to avoid the uncomfortable situation.
- D. Wait to notify management until other workers experience the same situation.

**Bystander Intervention** 38

- Individuals should remain observant of potentially problematic situations and identify when it is appropriate to intervene.

Direct Intervention	Distraction	Delegate	Delay
Confront harasser	Engage the targeted person	Avoid direct interaction	Check-in with the person who was targeted after the incident
Consider safety	Interrupt the incident	Bring to the attention of authority figure	
Be short and succinct	Don't mention the harassment		

Oregon Department of Administrative Services, Chief Human Resource Office, Sexual Harassment Resources: <https://www.oregon.gov/dash/HR/Documents/SH.pdf>

**Reporting Allegations** 39

**Who can report**

- Victim, witness, anyone with knowledge of harassment

**Where to report**

- Employer
- Illinois Department of Human Rights - Sexual Harassment and Discrimination Helpline

Consider This

9. Who should you contact if you are the victim or bystander to sexual harassment in the workplace? 40

- A. Supervisor or manager
- B. Employer human resources department
- C. Illinois Department of Human Rights
- D. Any of the above could be appropriate

**Resources** 41

- The Illinois Sexual Harassment and Discrimination Helpline can assist with making a complaint and accessing resources.
  - Reporting options
  - Legal protections
  - Counseling services

1-877-236-7703

**IT'S NEVER OK!**



State of Illinois  
Department of Human Rights

<https://www2.illinois.gov/sites/sexualharassment/Pages/Hotline.aspx#helpline>  
Image: <https://www2.illinois.gov/sites/sexualharassment/Pages/Eng/PSA2.aspx>

**Remedies Available to Victims** 42

- Victims may be able to stop unwelcome sexual conduct by telling the harasser to stop.
- Reporting to the employer may result in training, sanctions, discipline and/or discharge for the perpetrator.
- Filing a charge with the Illinois Department of Human Rights could result in an investigation and a finding of substantial evidence.

### Federal and Illinois Statutory Provisions

Civil Rights Act of 1964	Illinois Human Rights Act	Illinois Whistleblower Act
<ul style="list-style-type: none"> <li>Enforced by the Equal Employment Opportunity Commission (EEOC)</li> </ul>	<ul style="list-style-type: none"> <li>Enforced by the Illinois Department of Human Rights (IDHR)</li> </ul>	<ul style="list-style-type: none"> <li>Enforced by the Circuit Courts</li> </ul>

United States Equal Employment Opportunity Commission. Title VII of the Civil Rights Act of 1964. <https://www.eeoc.gov/laws/statutes/titlevii.cfm>  
 Illinois General Assembly. Illinois Human Rights Act (775 ILCS 5). <http://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2268&ChapterID=64>  
 Illinois General Assembly. Civil Liberties, Whistleblower Act (740 ILCS 174/1). <http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=2495&ChapterID=57>

### Whistleblower Protections

- Employers are prohibited from establishing policies that prevent employees from making disclosures to government or law enforcement agencies.
- Retaliation against employees in relation to sexual harassment complaints and investigations is prohibited.

**Consider This**

Illinois Human Rights Act 775 ILCS 5/6-101(A)  
 Illinois Whistleblower Act 740 ILCS 174/15(b)

### Retaliation

- Retaliation is not the same as harassment or hostile work environment.

**Consider This**

10. Which of the following statements related to whistleblower protection is TRUE?

- Altering the employment situation of a whistleblower following a harassment claim may be considered retaliation.
- Employees cannot discuss sexual harassment claims with law enforcement officials if an employer non-disclosure agreement exists.
- Adverse employment consequences to the reporting individual are not retaliation if they are only temporary.
- There are no specific laws to protect individuals reporting misconduct, so one must be confident that harassment has occurred.

### Employer Consequences

- Violation of the Whistleblower Act is a Class A Misdemeanor.
- Civil penalties may include
  - Back pay to employee
  - Reinstatement of employment
  - Payment of litigation costs

Illinois Whistleblower Act 740 ILCS 174/30

### Responsible Behaviors in the Healthcare Setting

- Demonstrate self-awareness of situations and interactions.
- Demonstrate respect for colleagues, patients, and families.
- Establish relationship boundaries with colleagues and patients.
- Provide care that is intervention focused avoiding ambiguity.
- Recognize when inappropriate patient sexual behavior (IPSB) may be illness-related.
- Employ assertive communication and redirection strategies with patients.



## Conclusion

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- Healthcare providers must contribute to an organizational culture that does not tolerate sexual harassment and should take action to address any concerning behaviors by holding others accountable for their actions.

## How to Obtain Your CEU Credits

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- Go to [cheapceus.com](http://cheapceus.com)
- Click the 'Take Course Post Test' link for this course.
- Complete your post-test with a score of 70% or higher. (Multiple attempts permitted)
- Submit payment and print your certificate.



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Stop Street Harassment. Street Harassment and the Law.

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