



IDENTIFYING AND REPORTING SEXUAL HARASSMENT

The U.S. Department of State requires that as your program sponsor, we at Pan Atlantic Foundation educate and provide you information on how to identify and report sexual abuse, exploitation or harassment. Please review and retain this document for your safety.

Please call our 24-hour emergency hotline at 866-227-5335 (TOM-BARK-DELI) if you are in immediate danger, feel unsafe, or need to speak with someone immediately regarding sexual harassment or abuse.

Pan Atlantic Foundation staff are always here to help with any situation. You may also contact us at services@panatlanticfoundation.org or call our office at 207-871-8622 for any questions, concerns, or non-emergency situations.

What Is Sexual Harassment? *

- Sexual harassment is any unwanted verbal or physical conduct of a sexual nature. It can be a single incident or may happen over time. Examples may include.
 - Inappropriate staring
 - Asking questions or talking about someone's sexuality, sex life, or body.
 - Telling sexual jokes.
 - Demanding hugs, dates, or sexual favors.
 - Making unnecessary physical contact, including unwanted touching.
 - Using language that puts someone down based on their gender (for example, "sissy", "bitch") or sexual orientation (for example, words like "fag", "slut", or "dyke".)
 - Showing or sending sexual pictures, cartoons, or other images (including on social media)
 - Spreading sexual rumors (including on social media)
 - Stalking, making someone feel unsafe, including unwanted visits, phone calls, texts, emails, leaving presents.
 - Threatening to punish someone if they do not accept sexual advances.

Here is an example scenario of sexual harassment:

A new [exchange] student starts at a high school and soon begins dating a boy. They break up. Other students start calling her names and spreading sex-related rumors about her. Even though her teachers know what's going on, they ignore it.

This isn't just bullying. It's sexual harassment. And if this happens to you, you shouldn't put up with it.

In the following pages, you will find information on what you need to know about sexual harassment, and how to deal with it.

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What Does Sexual Harassment Look Like? *

Sexual harassment comes in many forms. Sexual harassment includes:

- Name calling.
 - Insults related to a person's sexuality are a form of sexual harassment. This includes calling someone a "slut," "gay," or a "fag." It doesn't matter who's saying it, or whether the person being harassed is gay or straight, male or female, younger or older. What matters is that you're using those words to insult them -- that makes it harassment.
- Unwanted touching.
 - If someone touches a girl's breasts and she's not OK with it, it's harassment. If someone grabs or hits a guy in the genitals -- even as a prank -- that's harassment, too.
- Unwanted behaviors.
 - This includes someone asking you on a date or pressuring you for sex repeatedly after you've said no. If someone stalks you, gets in your personal space, or acts threateningly, that may be a form of sexual harassment, too.
- Pressure from authority figures.
 - Harassment doesn't just come from other teens. Adults may sexually harass you, too. If a teacher offers to give you a better grade -- or any adult offers something in exchange for sex or any kind of physical favor, that's harassment. It's still "absolutely" harassment if a teacher is just looking or making comments "in a sexual way that makes the student uncomfortable."
- Hassling.
 - If a classroom is mostly made up of guys who start picking on one of the few girls during class and making her life uncomfortable, that could be termed sexual harassment.

Harassment often takes place in person. But it happens online too -- like if someone emails or texts photos of you in which you're not dressed or you're in a sexual situation.

Protect Yourself*

If you feel like you're being sexually harassed at school or anywhere, here's the first step to making it stop: Call it sexual harassment, not bullying. The government has clearly told schools they are responsible for stopping sexual harassment at school, you could file a federal lawsuit if a school doesn't do its job to protect you from sexual harassment. That's a very big deal. So, your school may take your concern more seriously if you call it sexual harassment.

And remember, the law protects you so no one can retaliate or take revenge for you reporting him or her.

You can take these other steps to confront sexual harassment at school or anywhere.

- Speak up. Tell your harasser to stop. Say that the words or actions are making you uncomfortable.
- Keep a record. Take note of who harassed you, what the person said or did, and how you responded. Write down when and where it happened. Keep any harassing emails, texts, or online postings, too.
- Tell your host parent or Area Representative. Sometimes it's hard to know whether events cross the line from teasing to sexual harassment. Talking to an adult can help you figure out what's happening and how to deal with it.
- Report it. Tell your Area Representative, Pan Atlantic Foundation staff or a trusted adult. Share your records of what has happened.

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How You Can Avoid Being the Harasser. *

If you're checking someone out, joking with your friends, or being persistent in asking for a date, is that harassment? It may sometimes seem tricky to tell. Here are some pointers:

- Remember where you are.
 - Things might be different in the United States and jokes or comments you could make with your close buddies may not be OK with someone you don't know as well.
- Don't label people.
 - Never call anyone a "slut," and never use "gay" as an insult.
- Hands off.
 - Don't touch people -- especially in a personal or sexual manner -- unless they have told you it's OK to do so.
- Be respectful.
 - If someone asks you to stop doing something that's bothering them, stop immediately. It doesn't matter if it's someone you're dating or someone you don't know -- if they say "stop," stop.
- Don't spread rumors.
 - Respectfulness also means not spreading rumors. Don't share personal details or sexy photos that would embarrass someone.
- Watch for signals.
 - If someone seems uncomfortable or afraid when you're trying to start a conversation or ask for a date, stop.

It is also very important to understand the definition of consent: *

What is age of consent? Special concerns for teens:

Teens need information about the laws of consent in their state. As our judicial system holds more teens responsible as adults, there are significant and long-lasting results for teens who engage in illegal sexual behaviors, even with other teens who are close in age. An example would be:

"I know you and your girlfriend love each other but you are 18 years old and she is 15 and that makes being sexual with each other illegal. If she gets pregnant or her parents press charges, you could have to register as a sex offender for the rest of your life. It is important for both of you to wait until you are older."

*Metcalf, Eric MPH. *What Is Sexual Harassment? How Teens Can Recognize and Deal with Sexual Harassment.* <http://teens.webmd.com/features/what-is-sexual-harassment>. Accessed November 2016.

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What is sexual abuse?

You might not be sure if what has happened to you or a friend is sexual abuse. That's why it's important to pay attention to how you feel. If you feel uncomfortable, afraid, or upset, then something might be wrong. **No one** has the right to make you feel uncomfortable, or make you do anything you don't want to do.

Is this sexual abuse?

Sexual abuse happens when someone touches another person in a sexual way, and the touching is unwanted. That includes someone touching your breasts, vagina, penis or anus without your permission. Being forced to touch someone else in a sexual way is also sexual abuse, and so is rape (putting a penis or object into part of someone's body, such as mouth, anus, or vagina). Sexual abuse is usually done by someone who used to seem trustworthy, is older, or who has some kind of authority or power over the person they abuse.

What if there was no touching?

Sexual abuse can happen without touching. Forcing someone to look at a naked person or pictures of naked people, and being forced to watch pornography is sexual abuse. It is also sexual abuse to force someone to watch a person masturbate.

Finding hope

Sexual abuse is very upsetting. It can take a long time to recover from, even if the abuse happened a long time ago. But there is hope, and you will feel better over time. The important thing is getting help and taking things at your own pace. No matter what happened, you can move on.



**People who abuse may try to shift the blame.
Remember that the abuse is NOT your fault.**

"What is Sexual Abuse?" *Kids Help Phone*. March 2014.

www.kidshelpphone.ca/Teens/InfoBooth/Violence-and-Abuse/Sexual-Abuse/What-is-Sexual-Abuse.aspx.
Accessed November 2016.

Below are several links to websites that can help you if you need information while on your program.

<http://teens.webmd.com/default.htm>

<https://www.kidshelpphone.ca/Teens/Home.aspx>

<http://www.sexandu.ca/consent/sexual-harassment-bullying/>

<http://www.stopitnow.org/ohc-content/tip-sheet-16>

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