

# **OUTFITTED EMPLOYEE HARRASSMENT**

**Working together to end unfair and  
inhumane working conditions that no  
one really wants to talk about or deal  
with.**

**IS IT A PROBLEM?**

**Who Says So?**



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## Opinion | The outdoor industry's 'locker room talk'

The kind of behavior Donald Trump bragged and joked about is very real for women with wilderness jobs. It's not "locker room talk," and it's not OK.

BRIDGET CROCKER · OCT 20, 2016



“Come on. Right here,” the trip leader said, tapping his pursed lips. We were in the guide van on the way back to the boat house after guiding our last trip of the day down the Snake River’s Blind Canyon outside Jackson Hole, Wyoming.

*Pin it*



**IS IT A PROBLEM?**

**Who Says So?**



OFFICE

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1. The article did not include everything that the author believed was needed to help alleviate this problem. Articles are always word limited.

2. I wasn't going to make progress on this unless I understood this better.

What I have from the  
special use permit side.....

**F. COMPLIANCE WITH LAWS, REGULATIONS, AND OTHER LEGAL REQUIREMENTS.** In exercising the rights and privileges granted by this permit, the holder shall comply with all present and future federal laws and regulations and all present and future state, county, and municipal laws, regulations, and other legal requirements that apply to the permit area, to the extent they do not conflict with federal law, regulation, or policy. The Forest Service assumes no responsibility for enforcing laws, regulations, and other legal requirements that fall under the jurisdiction of other governmental entities.

# I. NONDISCRIMINATION

**1.** The holder and its employees shall not discriminate against any person on the basis of race, color, sex (in educational activities), national origin, age, or disability or by curtailing or refusing to furnish accommodations, facilities, services, or use privileges offered to the public generally. In addition, the holder and its employees shall comply with the provisions of Title VI of the Civil Rights Act of 1964 as amended, Section 504 of the Rehabilitation Act of 1973, as amended, Title IX of the Education Amendments Act of 1972, as amended, and the Age Discrimination Act of 1975, as amended.

**2.** The holder shall include and require compliance with the above nondiscrimination provisions in any third-party agreement made with respect to the operations authorized under this permit.

# I. NONDISCRIMINATION

**3.** The Forest Service shall furnish signs setting forth this policy of nondiscrimination. These signs shall be conspicuously displayed at the public entrance to the premises and at other exterior or interior locations, as directed by the Forest Service.

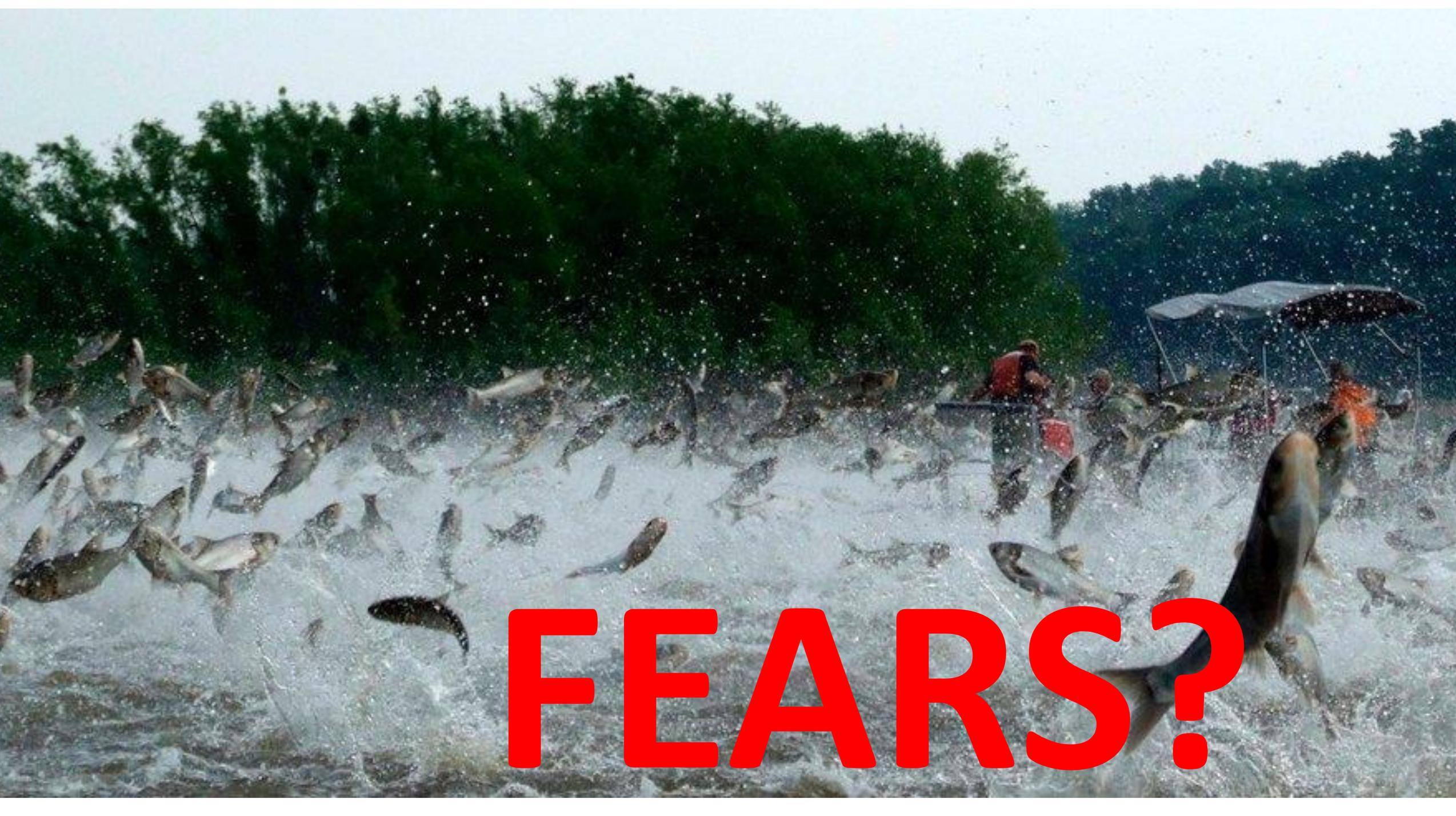
**4.** The Forest Service shall have the right to enforce the foregoing nondiscrimination provisions by suit for specific performance or by any other available remedy under the laws of the United States or the State in which the violation occurs.

### **III. RIGHTS AND LIABILITIES**

**A. LEGAL EFFECT OF THE PERMIT.** This permit, which is revocable and terminable, is not a contract or a lease, but rather a federal license. The benefits and requirements conferred by this authorization are reviewable solely under the procedures set forth in 36 CFR Part 214, and 5 U.S.C. 704. This permit does not constitute a contract for purposes of the Contract Disputes Act, 41 U.S.C. 601. The permit is not real property, does not convey any interest in real property, and may not be used as collateral for a loan.

**H. HEALTH AND SAFETY.** The holder shall address the health and safety of its employees, agents, and clients by having trained and qualified staff, utilizing properly maintained equipment, and providing supervision appropriate for the level of risk associated with the authorized activity. The holder shall avoid situations or conditions that cause or threaten to cause a hazard to public health or the safety of the holder's employees, agents, or clients. The holder shall as soon as practicable notify the authorized officer of all serious accidents that occur in connection with such activities. The Forest Service has no duty under the terms of this permit to inspect the permit area or operations and activities of the holder for hazardous conditions or compliance with health and safety standards.

**Outfitters may  
not decline a  
meeting called by  
the permit  
administrator.....**



**FEARS?**

**YEAR 1- WW & Fishing  
Outfitters**

**YEAR 2 – WW Guides**

**“I need you to show me that  
you’re not a bitch feminist  
dyke, so kiss me and prove  
you’re not.”**



Forest Service  
Harassment Help  
(844) 815-8943

(844) 815-8943

## Sexual Assault

Sexual Assault is any forced or non-consensual sexual activity.



### Contact Us

#### CALL US

Office: 307-733-3711

Helpline: 307-733-7233 (SAFE)

#### EMAIL US

General: [info@csnjh.org](mailto:info@csnjh.org)

Support: [support@csnjh.org](mailto:support@csnjh.org)

Emails will be responded to within 24 hours. If you are in danger or there is an emergency, please call 307-733-7233 (SAFE) or 911.

#### MAIL US