



Creating an Inclusive River Program and Workplace

Sexual Harassment, #metoo, the River
Workplace, and what we can do about it



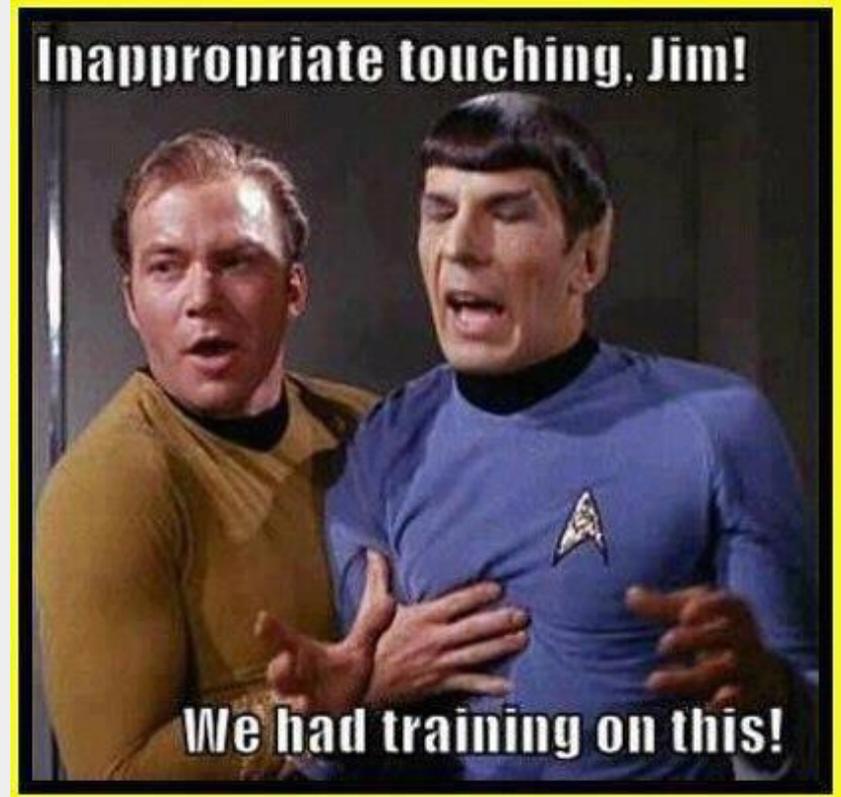
Intro!

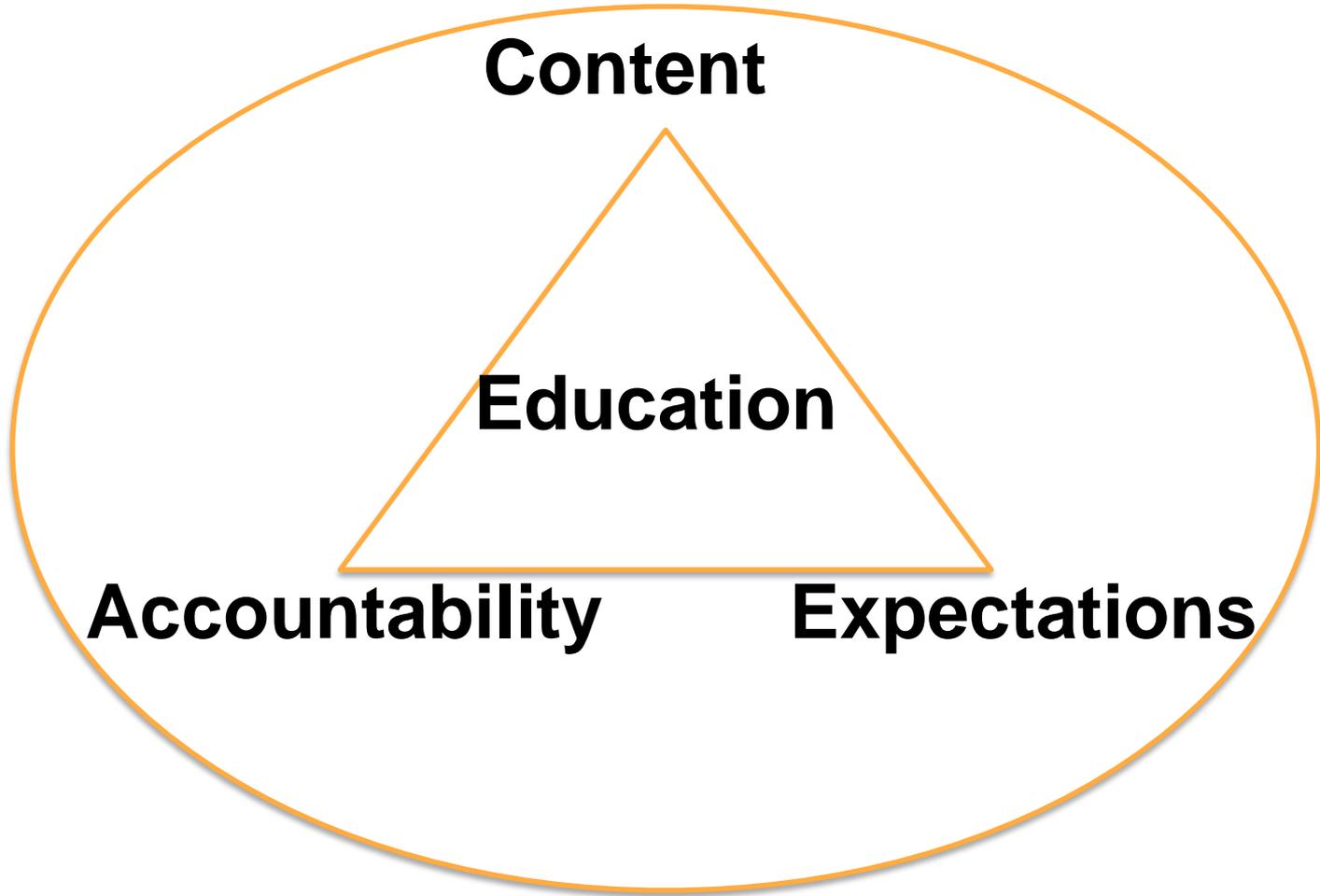
Lenore Perconti

- 10 seasons River Guide
- 5 years working in Human Resources @ Ski Resorts
- Sexual Misconduct Awareness Educator for USFS Employees and Wildland Firefighters
- Develops and facilitates sexual harassment workshops for seasonal, outdoor, and recreation workplaces

Traditional Workplace Sexual Harassment Programs

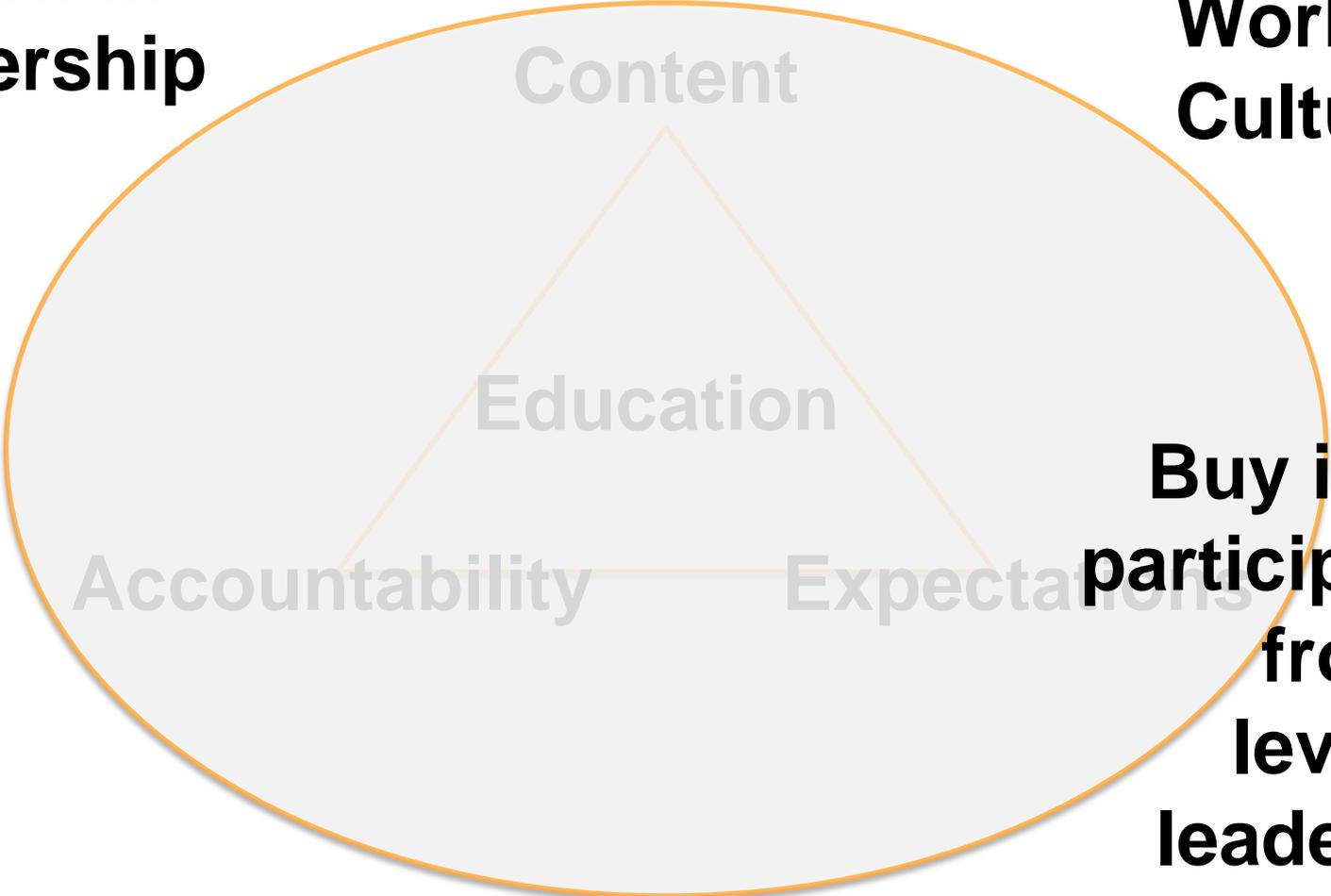
How do we prevent sex harassment from occurring in the first place?





Women in Leadership

Existing Workplace Culture:



Buy in and participation from all levels of leadership⁵

Education: Training Content continued

- Laws + Policy
- Avenues for reporting
- Bystander training elements
- Address on the clock vs off the clock behavior
- Sexual Assault in the workplace
- Additional training for supervisors and leaders in organizations



Education: Content and Methods

- Training: relevant and relatable to your workforce
- Must include interactive elements
 - discussions
 - open ended exercises
 - Adult Learning Theory
- Give relatable examples of good behavior
- Opportunity to apply learning in a safe space
 - Practice having hard conversations
 - Work through realistic scenarios as a group



Expectations



Dilbert.com DilbertCartoonist@gmail.com



5-29-12 ©2012 Scott Adams, Inc. (Dist. by Universal Uclick)



Expectations

- Policies
- Supervisors and Managers
- Coaching conversations
- Documentation process -
warning notices
- Lead by example
- Complaint procedure



Accountability

- Follow through
- Internal investigation process
- Handling issues in a timely manner
- Follow through on consequences.
- There is no such thing as a “too valuable to fire” employee.

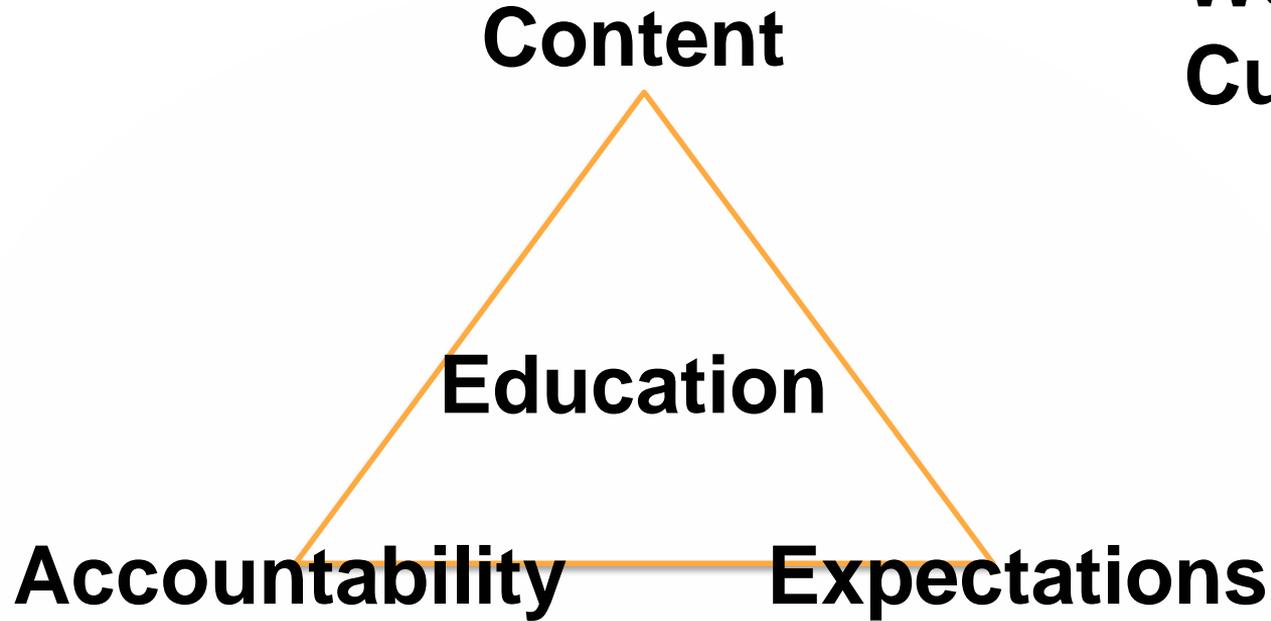


Accountability

- Support your leaders and team
- Encourage leaders to consult with HR
- Provide template coaching documents, scripts
- Audit internal policies and practices
- Consultation - 3rd party can provide direction and help for organizational culture

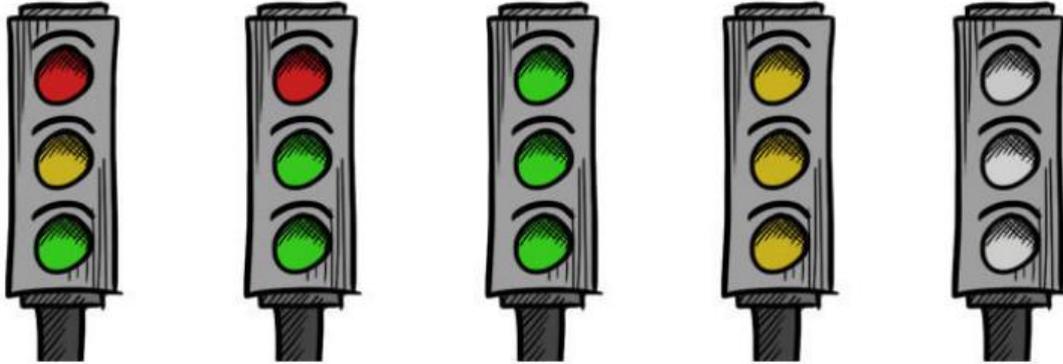


Existing Workplace Culture

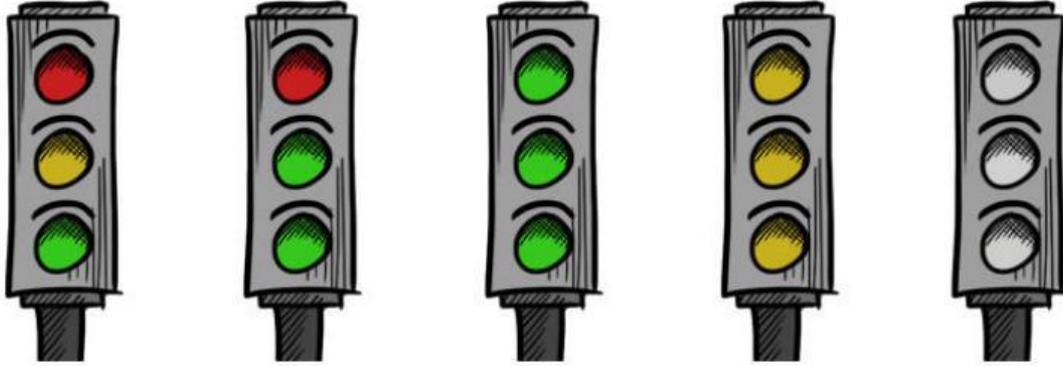


Red, Green, or Yellow?





Making jokes about your co-worker's gay friend



Two seasonal employees are competing
by keeping a running tally of summer
hookups with co-workers

With a partner,
discuss two or three
ways you can speak
up or take action in
each of these
situations situations.

1. Two of your employees are viewing pornographic web sites on their phone in the company rig
2. You overhear three employees on their break discussing the sex life of a co-worker who is not present.
3. Your employee tells you about an interaction she had with a contractor: The contractor invited her to his house after her shift for a shower. This employee says she's "creeped out" by his actions



THANK YOU!

Want to talk more?

 lenore.perconti@gmail.com

 208-790-1988

 @lenore.mae