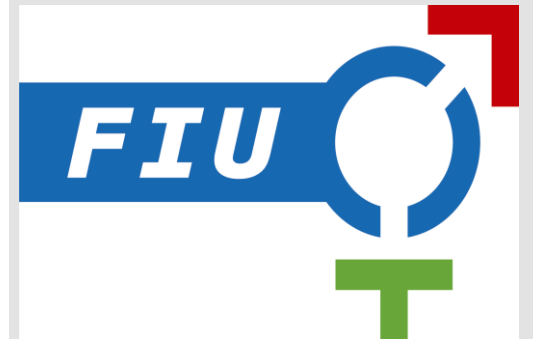


# Crossing the line?

– how to prevent sexual harassment in the workplace by playing the game “Crossing the line?”



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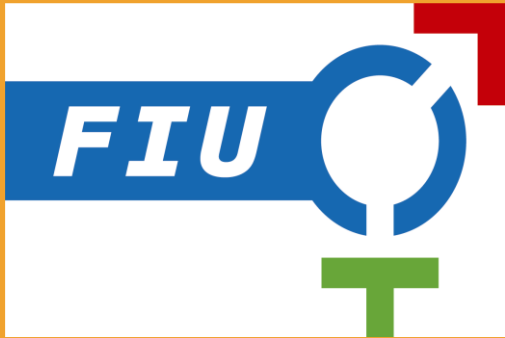


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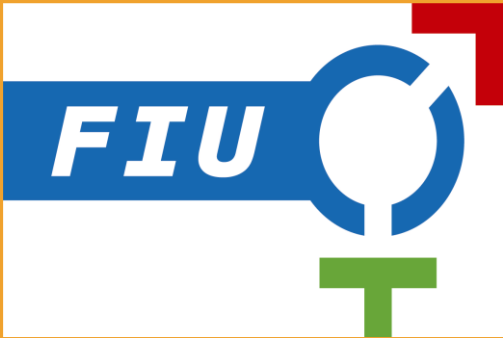


Welcome to a course about:

- Why sexual harassment does not have a “quick fix”-solution
- How *you* can start preventing sexual harassment in your workplace by playing the game “crossing the line?” with your co-workers



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## Sexual harassment: Definitions & who is at risk

### Three types of sexual harassment:

- Physical (touch)
- Verbal (sexist/sexual “jokes”, comments, conversation)
- Non-verbal (sexual posters in the workplace, stares)

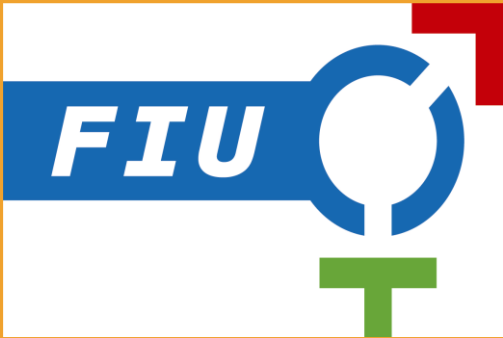
### Who is at risk?

- Primarily young females in a low-power position
- The three factors:  
gender/sexual orientation  $\leftrightarrow$  age  $\leftrightarrow$  power

Sexual harassment is defined by **experience**, not **intention**



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### Preventive paths that won't work:

- Just relying on people's "common sense"  
→ Everyone's idea of "common sense" differs. Who's counts?
- By banning all potentially harassing behaviour (joking, complimenting, any physical touch)  
→ Not realistic. Plus, very strict rules will not create a great work environment

### A preventive path that will work:

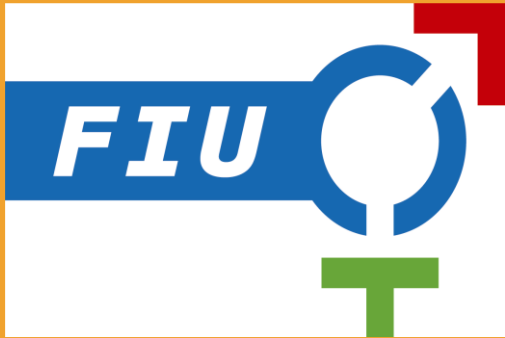
- Talking openly about boundaries in the workplace

### Why?

- Sensitivity to people's different boundaries is increased
- Improving communicative skills of own boundaries
- Validation of everyone's differences and experiences



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To really understand why sexual harassment can't just be eliminated by stating in a policy:

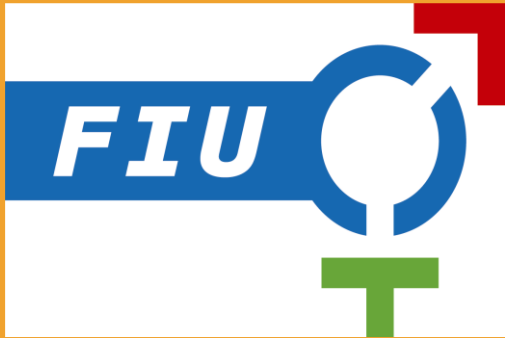
“Sexual harassment is not allowed!”

*And* to understand what it takes to start preventing sexual harassment, we will now play the game:

“Crossing the line?”



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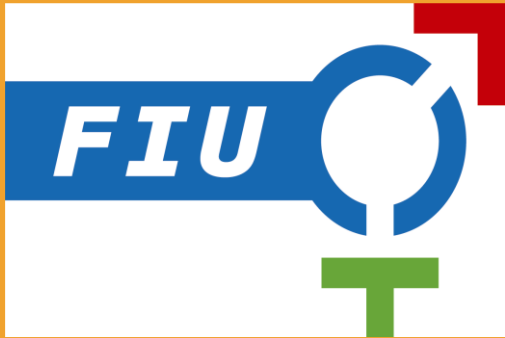


## Rules: How does it work?

- The game in real live versus playing it online
- On each slide: One statement + a horizontal line with numbers 1-10
- For each statement write down a number (1-10):
  - If you think the statement is very much crossing the line, you give it a 10
  - If you think the statement is completely okay, you give it a 1
  - If you think the statement is both/and, you give it a 5
  - And so on...
- You will get two minutes to write down a number *and* the reason why you chose that number
- One by one, you reveal your number. We'll talk about the statement and why you gave it your chosen number
- Sometimes a statement will appear with a special condition you'll have to consider when deciding on a number



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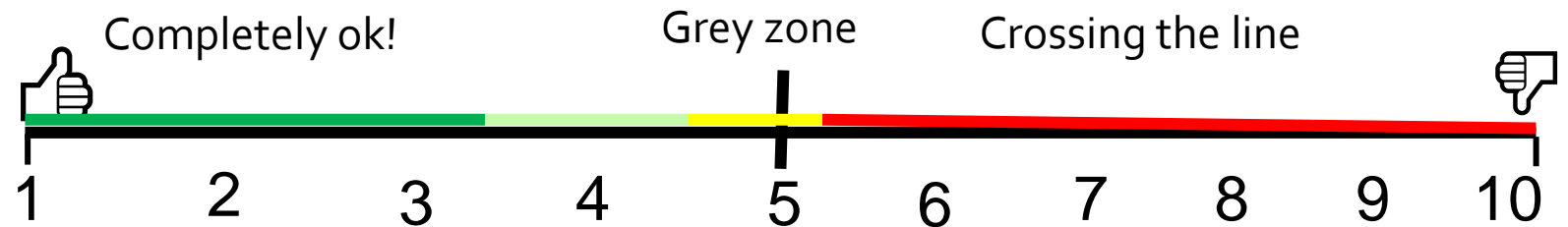


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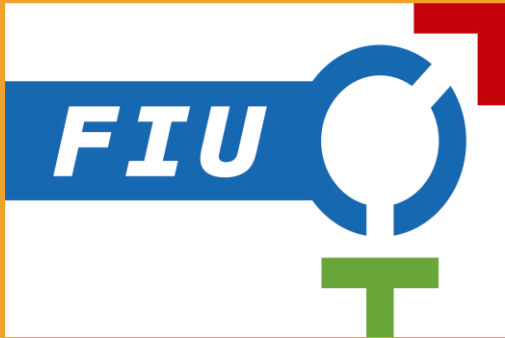
*"That dress really fits you nicely"*

Is this statement crossing the line, maybe or not?  
To which degree?





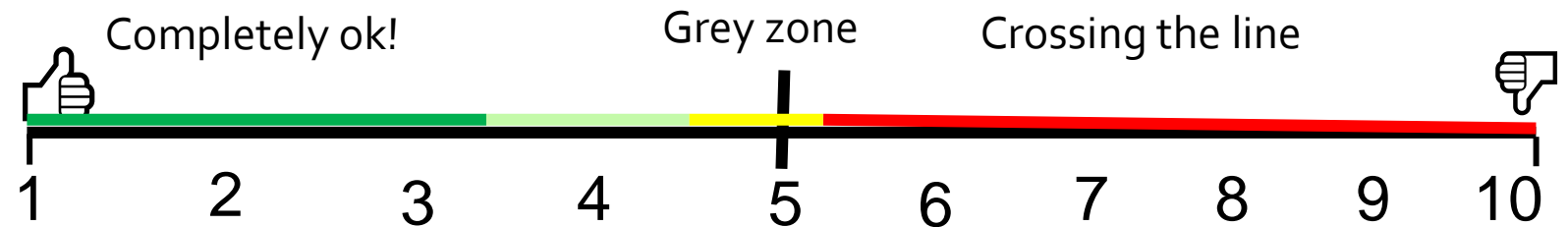
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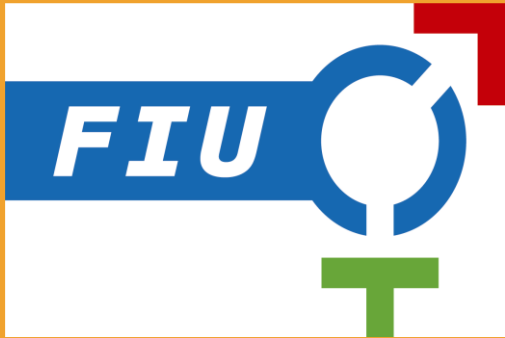
*“Oh no, it’s raining. Feel how wet  
my thighs are”*







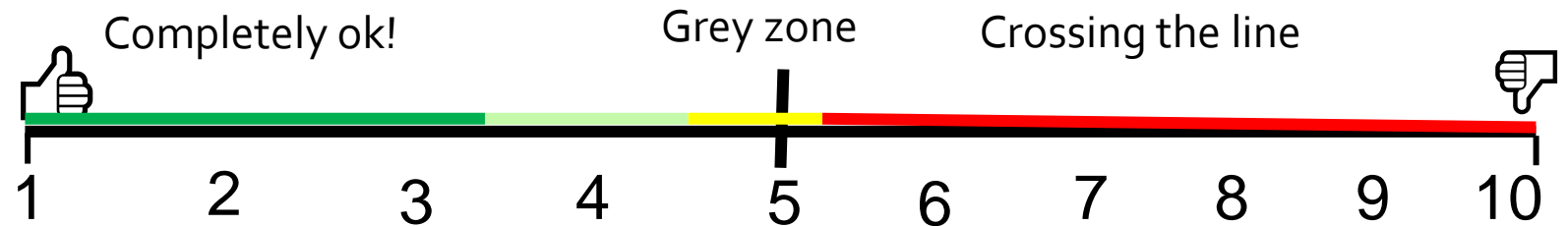
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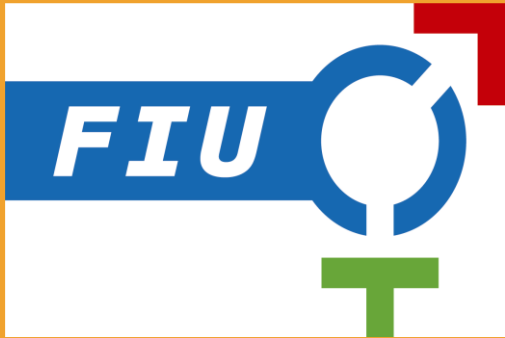


*"Promotions take place in the copy room"*





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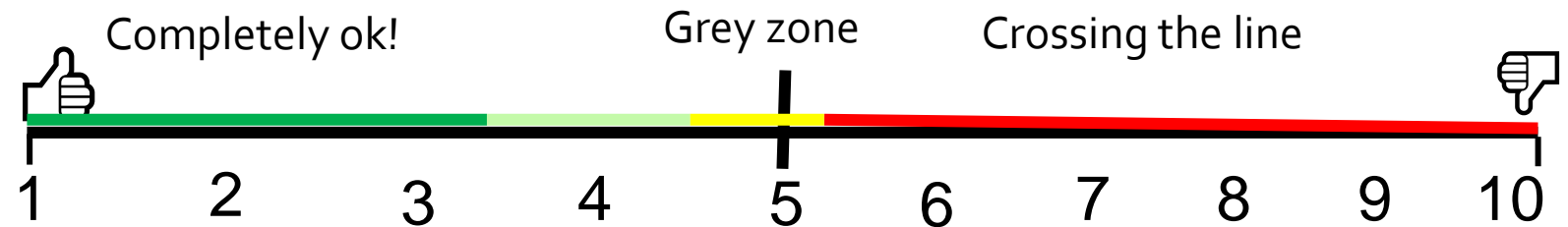
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*"You have always been my  
favourite"*

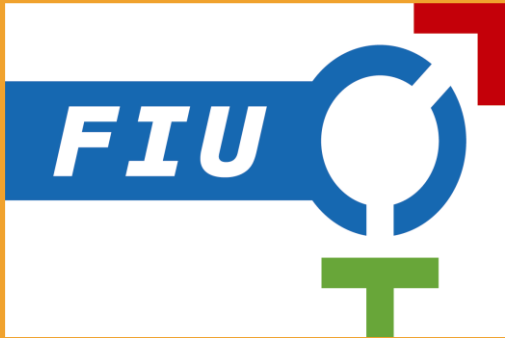
Condition 1: Female to male (co-workers)

Condition 2: Male employee to female boss





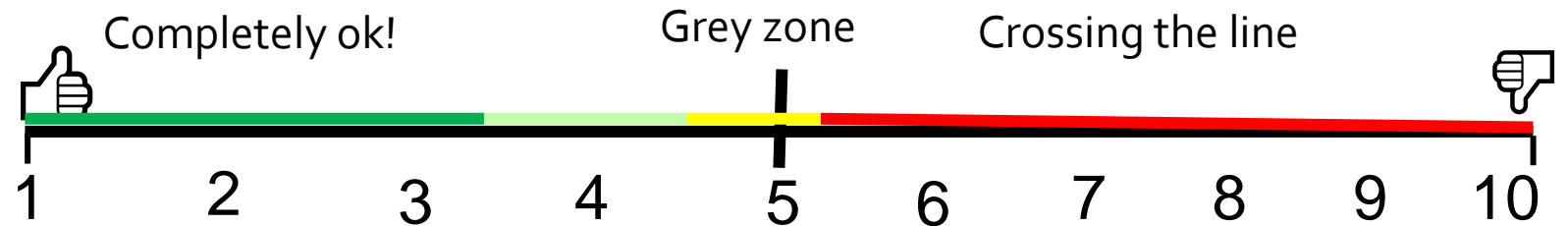
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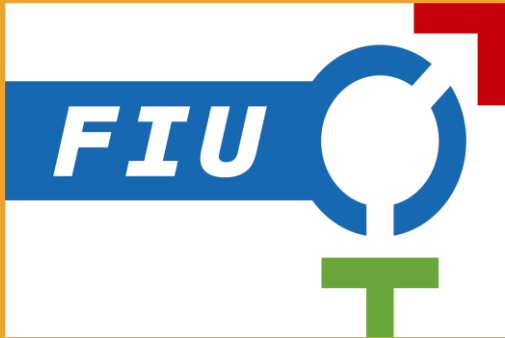


*"You are so lovely"*





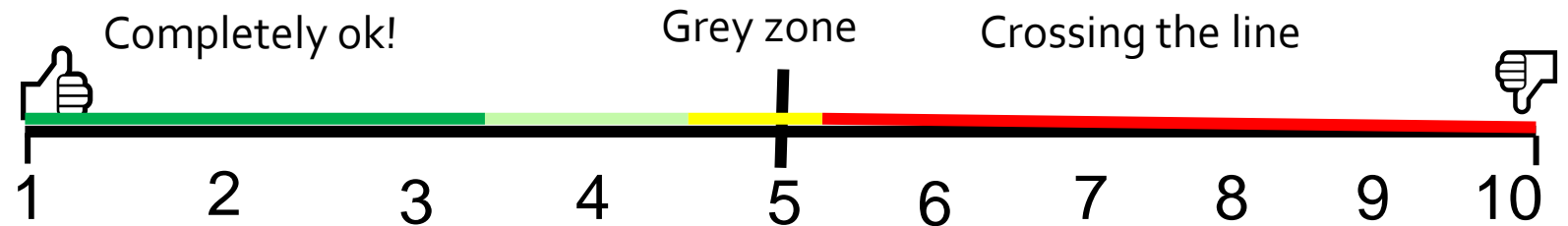
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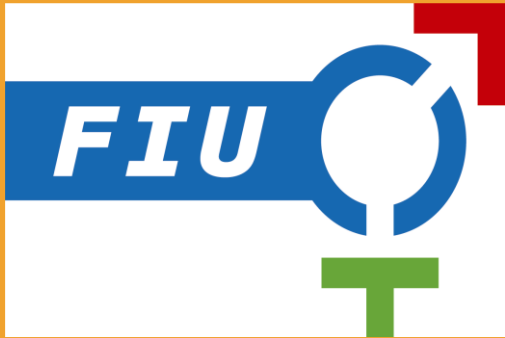


*"You are so sexy"*





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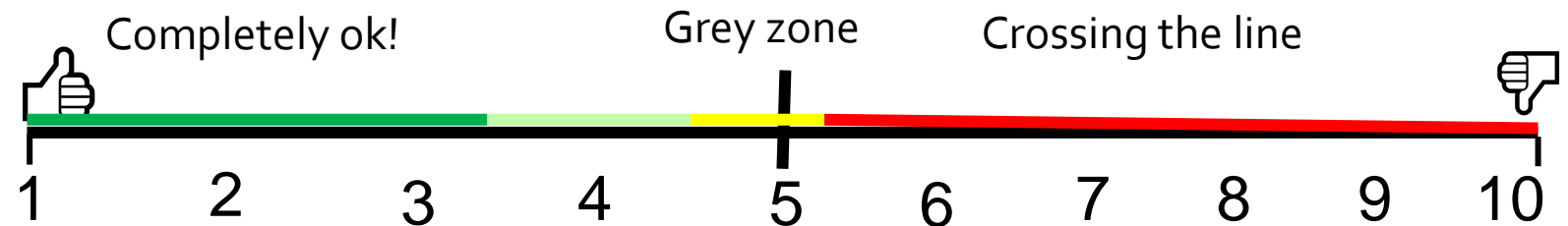
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*“Your top is see-through – if you look closely”*

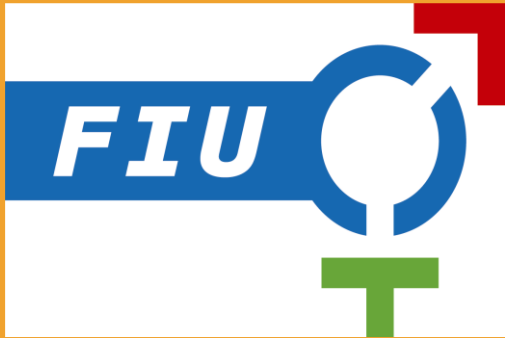
Condition 1: Older male to younger female (co-workers)

Condition 2: Female to male (co-workers)





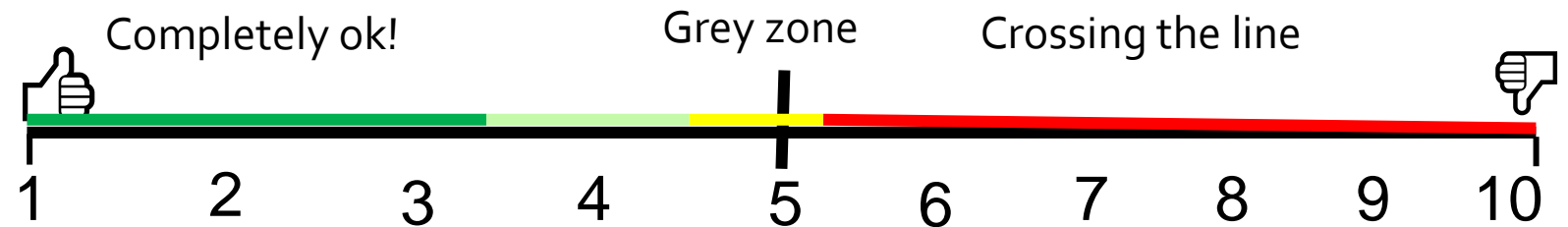
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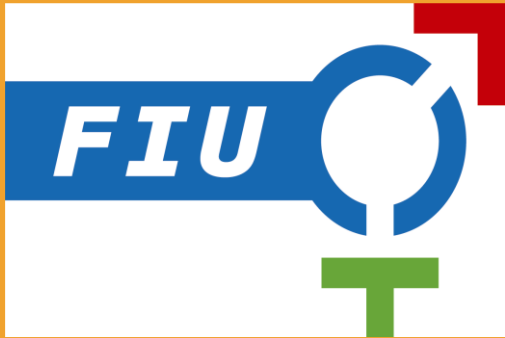


*"I could see on Facebook you've been on holiday. You look good in swimwear"*





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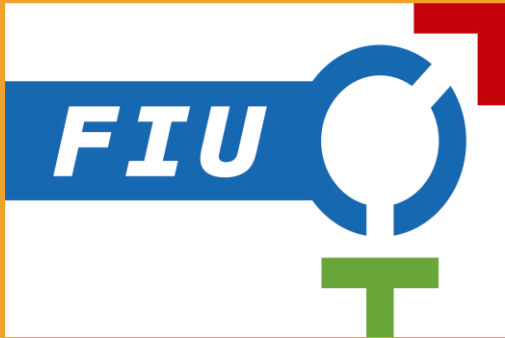
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What have you learned by playing the game?  
(Open discussion)



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## Conclusion

- Of course some cases of sexual harassment clearly cross the line. Some kinds of behaviour are never appropriate in any workplace or in any context.
- However, some cases depend highly on the situation: Who said what? To whom? In what tone? In what situation? Where?
- Gender, age, status, power, personal relationships, and much more will influence whether or not something is experienced as crossing the line
- And at last: People's different boundaries also determine what is and isn't crossing the line

A link for the game so that you can play with your co-workers:  
[http://fiu-ligestilling.dk/en/tools\\_materials/crossing-the-line-a-kickstarter-kit/](http://fiu-ligestilling.dk/en/tools_materials/crossing-the-line-a-kickstarter-kit/)