

Defined Behaviors

Harassment

Harassment may take many forms, including verbal conduct--such as swearing; epithets; derogatory comments; or racial, ethnic, or gender-based slurs--or unwanted sexual advances, invitations, or comments. Physical conduct such as assault, pushing, or blocking normal movement. Retaliation for having reported harassment.

Sexual Harassment

Specific forms of sexual harassment include the following:

- Pressure for sexual favors
- Demands or requests for sexual favors accompanied by threats concerning acquisition of volunteer leadership roles or overt promises of preferential treatment
- Repeated requests for dates or “get-togethers” when a person has said “no”
- Unwanted physical contact such as touching, pinching, or brushing against
- Persistent unwanted attention to physical appearance or manner of dress • Inappropriate sexually oriented questions about a person’s personal life
- Intimidation, hostility, or condescension based on gender
- Obscene remarks, jokes, insults, or tricks
- The use of stereotypes based on gender in attempts at humor.
- Verbal abuse of a suggestive nature: commentary about an individual’s body, sexually degrading words to describe an individual, or suggestive or obscene letters, notes or invitations; and social media posts.
- Visual abuse: displaying {and sharing} sexually suggestive objects, pictures, cartoons, posters or cartoons of a sexual nature.

Bullying

Written or verbal behavior (including e-mail or text communications), such as ridiculing or maligning a person or their family; persistent name calling which is hurtful, insulting or humiliating; using a person as the target of jokes; abusive and offensive remarks. Other examples:

- Gestures, such as: non-verbal, threatening gestures, insulting gestures, eye contact that conveys threatening messages.
- Physical: such as pushing; shoving; kicking; poking; tripping; assault, or threat of physical assault; damage to a person’s work area or property.

Toxic Behavior

Toxic behavior manifests in verbal and non-verbal subtle abuses of power. Examples include

1. yelling and/or making threats towards others,
2. toxic humor based on reinforcing stereotypes and/or associated with historical or social oppression,

3. domineering, including constant interruption or talking over others,
4. tokenizing, including asking people to perform duties exclusively based on their identities or assumed identities, and
5. Microaggressions, including commonplace daily verbal, behavioral or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.

Behavior on Outings

Although harassment is not common, it happens, unfortunately, that people on outings sometime feel “preyed upon,” “targeted,” or seen as “fair game” by others. This is more likely the case for single, unaccompanied people. Leaders should be alert for such inappropriate conduct and sensitive to the need to make everyone feel welcome and comfortable.

For leaders themselves to be guilty of unwanted sexual advances is particularly unacceptable. Neither should any participant feel preyed upon, harassed, or discriminated against by the leader. As ambassadors of the Sierra Club, we are making that personal commitment to uphold the Affirmative Standards of Conduct. We model good behavior for our participants who generally need to follow the Outings Rules of Conduct. Several avenues are available to a person who feels that they are a victim of harassment, sexual or otherwise.