

## **PROTECTING NATIVE AMERICAN AND ALASKA NATIVE WOMEN AND MEN FROM WORKPLACE HARASSMENT**

Native American and Alaska Native women are the most sexually abused group in the United States - both on and off of Tribal Lands, at Tribal governments, and at Tribal and non-Tribal enterprises. Native American men are also not immune from sexual harassment and violence.

Tribes often wish to protect their employees and enrolled Members, but don't really know how. We do. We'll show you how.

Let's not let incivility become so common to us that it ceases to exist as a problem – until its disruptive, hurtful, and disrespectful impacts destroy the respect and dignity we owe one another.

Tribes face four types of work-related harassment and violence to their female and male members, namely:

1. Employees of the Tribal government not subject to federal or state harassment laws.
2. Employees of Tribally owned enterprises, e.g., casinos, smoke shops, convenience stores, construction companies, gas stations, etc., not subject to state laws.
3. Employees of Tribally owned enterprises subject to federal or state laws because of a compact or other contractual obligations.
4. Enrolled Tribal Members who have jobs off of Tribal lands at non-Tribally owned enterprises subject to federal and/or a state's harassment laws (and may also have a job with the Tribal government or a Tribally owned enterprise).

Our highly interactive, fast-paced seminar/workshops for Tribes are focused on providing effective, real world approaches to preventing, lessening the effect of, and investigating incidents of sexual and other forms of discrimination and harassment in all four of the above work environments irrespective of what policy or laws may apply.

### **Program Features**

- Focused on Native American and Alaska Native communities.
- Addresses workplace harassment targeting both women and men.
- Offers separate sessions for managers/supervisors and general staff.

- Covers four types of harassment scenarios: Tribal government employees, Tribally owned enterprises not subject to state laws, Tribally owned enterprises subject to state/federal laws, and Tribal members working off Tribal lands.
- Interactive and fast-paced format.
- Provides real-world approaches for preventing, addressing, and investigating discrimination and harassment incidents.
- Relevance to various policy and legal contexts.
- Encourages creating a respectful and inclusive work environment.

## **Program Benefits:**

### **Increased Awareness and Understanding:**

- Attendees gain clear definitions of discrimination and sexual harassment under Tribe policies and applicable laws.
- Recognition of protected classes and awareness of gender identity, gender expression, and sexual orientation distinctions.
- Understanding of the organization's anti-discrimination and harassment policies.

### **Prevention and Mitigation:**

- Supervisors learn to insulate the organization from discrimination and harassment charges.
- Identification of improper behavior (bullying) and strategies to prevent it.
- Creation of an environment where employees can voice concerns without fear of retaliation.

### **Effective Response and Investigation:**

- Skills to analyze factual scenarios for "quid pro quo" or "hostile environment" harassment.
- Techniques for initiating and participating in investigations of discrimination and harassment allegations.
- Awareness of legal and social aspects of office romances and consensual relationships.

### **Compliance and Liability Awareness:**

- Increased knowledge of remedies available under Tribe policies and federal/state laws.
- Understanding of personal liability for policy and law violations.
- Awareness of the elements of anti-discrimination and harassment policies, including complaint reporting, confidentiality, and anti-retaliation provisions.

**Safe and Inclusive Work Environment:**

- General staff learn to identify their own words and behaviors that violate policies and laws.
- Appreciation of the potential harm of certain actions and words on colleagues.
- Ability to act appropriately when witnessing sexual harassment against a co-worker.
- Avoidance of improper behavior (bullying) and comprehension of personal liability for violations.

**Empowerment and Cultural Sensitivity:**

- Empowerment of attendees to create a workplace free from harassment and discrimination.
- Cultural sensitivity in addressing workplace issues within Native American and Alaska Native contexts.

By offering this seminar/workshop, we aim to equip both managers/supervisors and general staff with the knowledge and skills needed to prevent, address, and respond effectively to workplace harassment, fostering an environment of respect, dignity, and inclusion within Native American and Alaska Native communities.