

New Jersey
RESOURCE GUIDE
for Women

Section XVI:

SEXUAL HARASSMENT



State of New Jersey
Department of Community Affairs
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ALPHABETICAL DIRECTORY OF INFORMATION AND SERVICES

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Sexual Harassment

- Sexual Harassment is any unwelcome behavior, gesture, look, comment or touching of a sexual nature. It is usually done on purpose to make someone feel uncomfortable, threatened or intimidated. It may even result in physical injury.
- Sexual Harassment is determined by the perception of the victim on a case-by-case basis.
- Sexual Harassment is illegal and anyone over the age of 18 may be subject to criminal prosecution and civil penalties.

Sexual Harassment in Middle & High Schools

- Sexual Harassment occurs everywhere and can happen to anyone of any age. One in three students are sexually harassed for the first time during the 6th through 8th grades (*PUSH: NJ SCHOOLS, Nobody Should Joke Around Like That*).
- People harass others not out of affection, but to gain power and control over their victims.
- Anyone can be a harasser, including other students, team members, leaders and teachers.

Sexual Harassment in Middle & High Schools Can Take The Form Of

- Sexual gestures, looks, comments, noises, whistles or stares that make the other person uncomfortable
- Conversations which are too personal
- Calling someone a sexual name
- Teasing or commenting about someone's private parts
- Saying sexual things to someone without their consent
- Spreading sexual rumors about someone
- Telling dirty jokes another person doesn't want to hear
- Intentionally brushing up against someone in a sexual way
- Touching, grabbing and/or pinching someone's clothes or body
- Throwing or aiming things at someone's private parts
- Flashing or mooning
- Showing, giving or intentionally leaving sexual pictures, photographs, illustrations, messages and notes
- Blocking your path in a sexual way
- Writing sexual messages or graffiti
- Forcing you to kiss or do something sexual to someone
- Pulling off, down or at your clothing
- Spying on you while dressing or changing

What You Can Do If You Are Being Sexually Harassed In Middle & High School

- Trust your own judgment
- Do not blame yourself. It's not your fault.
- Tell the harasser to stop, either in person or in writing. Inform him/her which specific behaviors are inappropriate and unwelcome. If you feel too uncomfortable to confront the harasser yourself, seek the assistance of a trusted individual (parent, friend, principal, teacher, etc.). Regardless of how you choose to do it, the harasser must be told to stop and why.
- Keep a journal of each time something happens, including dates, times, witnesses and if you were able to stop it. Include how the situation made you feel and any efforts you made to seek help.

- Talk to a trusted adult who would understand the way you feel. Have them help you find out about and follow your school's sexual harassment policy. If your school has a sexual harassment policy, be sure to follow it.
- If your school does not have a sexual harassment policy, report the offensive behavior to a teacher, counselor or school administrator. Be sure to cooperate with them to get the problem solved.
- However, if your school does not correct the problem, ask a trusted adult to contact the **New Jersey Department of Law & Public Safety, Division on Civil Rights at 609-292-4605.**
- Call the **New Jersey Coalition Against Sexual Assault (NJCASA)**. NJCASA's hotline is the collective voice for victims of sexual violence and their loved ones. Its member centers represent each of NJ's 21 counties. This 24-hour hotline will connect individuals affected by sexual violence with professionals that provide assistance and referrals. Calls to this toll-free hotline are routed to the individual's closest rape care center. **NJCASA's toll-free hotline is 1-800-601-7200.**

Sexual Harassment in the Workplace and College/University Settings

- ◆ According to the New Jersey Division of Civil Rights, sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment violates the NJ Law Against Discrimination and Federal Sexual Law when:
 - Submission to such conduct is made, either explicitly or implicitly, a term or condition of employment.
 - Submission to or rejection of such conduct is used as the basis for employment decisions, such as denial of a promotion or a raise.
 - Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

What You Can Do If You Are Being Sexually Harassed at Work and/or a College/University

- Do not blame yourself. No one asks to be victimized.
- Talk about the incident(s) with family members, friends, and/or co-workers whom you believe will be supportive
- Obtain your academic or personal file.
- Become familiar with the sexual harassment policies and grievance/complaint procedures in your school and/or workplace and resources, such as the Division on Civil Rights, the Equal Employment Opportunity Commission and private attorneys knowledgeable in cases of discrimination.
- Document dates, times, places and events that make you feel uncomfortable. Keep any harassing documents or pictures. Record your efforts to seek help in stopping the harassment.
- Inform the harasser verbally, or in writing, that his/her behavior is unwelcome. Keep a copy of any written communication sent to the harasser.
- Consult with a trusted supervisor, administrator and/or personnel trained in issues of discrimination.
- Seek supportive counseling from a local Sexual Violence Program or call the New Jersey Coalition Against Sexual Assault's (NJCASA) toll free hotline.
- **NJCASA's toll-free number is 1-800-601-7200.**

Help Is Available

<p>NJ Division On Civil Rights Phone: 609-292-4605</p>	<p>NJ Coalition Against Sexual Assault (NJCASA) Toll Free: 1-800-601-7200 Phone: 609-631-4450</p>
<p>Office of Equal Opportunity/ Affirmative action Phone: 609-292-6547</p>	<p>NJ Division On Women Phone: 609-292- 8840</p>
<p>National Center for Victims of Crime Toll Free: 202-467-8700</p>	<p>National Organization for Women (NOW) of NJ Phone: 609-393-0156</p>

Women’s Referral Central

Toll Free: 1-800-322-8092

24 hours a day/ 7 days a week

- ◆ Provides information and referrals to women in New Jersey through a statewide toll-free telephone line. The Hotline provides referrals and basic information in areas such as discrimination, domestic violence, employment, legal assistance, divorce, violence, health care, sexual assault, sexual harassment, stalking, child support/custody, job training, social services, services including medical, mental and reproductive health and other areas of concern.

New Jersey Sexual Violence Programs	
<p>Atlantic County Atlantic County Women's Center</p>	<p>24 Hr. Hotline: 609-646-6767 Toll free: 800-286-4184 TTY: 609-645-2909</p>
<p>Bergen County YWCA of Bergen County</p>	<p>24 Hr. Hotline: 201-487-2227 Toll free: 732-214-2786 TTY: 201-487-0916</p>
<p>Burlington County CONTACT of Burlington County</p>	<p>24 Hr. Hotline: 856-234-8888 Toll free: 1-866-234-5006</p>
<p>Camden County Services Empowering Rape Victims - Family Counseling Services</p>	<p>24 Hr. Hotline: 1-866-295-SERV [7378] TTY: 1-800-852-7897</p>
<p>Cape May County CARA, Inc. (Coalition Against Rape & Abuse, Inc.)</p>	<p>24 Hr. Hotline: 609-522-6489 Toll free: 1-877-294-CARA [2272] TTY: 609-463-0818</p>

New Jersey Sexual Violence Programs	
Cumberland County Services Empowering the Rights of Victims - Family Counseling Services	24 Hr. Hotline: 1-866-295-SERV [7378] TTY: 856-853-5689
Essex County Essex County Rape Care Program Family Service League, Inc.	24 Hr. Hotline: 1-877-733-CARE [2273]
Gloucester County Services Empowering the Rights of Victims	24 Hr. Hotline: 1-866-295-SERV [7378] TTY: 856-881-9323
Hudson County Services to Victims of Sexual Assault Christ Hospital Mental Health Center	24 Hr. Hotline: 201-795-5757
Hunterdon County SAFE in Hunterdon	24 Hr. Hotline: 908-788-4044 Toll free: 888-988-4033 TTY: 866-954-0100
Mercer County Womanspace, Inc.	24-Hr. Hotline: 609-394-9000 TTY: 609-392-2990
Middlesex County Rape Crisis Intervention Center	24-Hour Toll free Hotline: 1-877-665-7273
Monmouth County 180 Turning Lives Around	Toll free: 888-264-RAPE [7273] TTY: 732-264-3089
Morris County Morris County Sexual Assault Center	24 Hr. Hotline: 973-829-0587
Ocean County Rape Crisis Services Long Beach Island Community Center	24 Hr. Hotline: 609-494-1090 [Southern Ocean County] 24 Hr. Hotline: 732-370-4010 [Northern Ocean County] TTY: 609-494-0441
Passaic County Passaic County Women's Center Rape Crisis Program	24-Hr. Hotline: 973-881-1450 TTY: 973-278-8630
Salem County Salem County Women's Services	24-Hr. Hotline: 856-935-6655 Toll free: 888-632-9511 TTY: 856-935-7118
Somerset County Sexual Assault Support Services Women's Health and Counseling Center	24-Hr. Hotline: 908-526-7444 TTY: 908-809-1597
Sussex County Domestic Abuse and Sexual Assault Intervention	24-Hr. Hotline: 973-875-1211 TTY: 973-875-6369

New Jersey Sexual Violence Programs	
Union County Union County Rape Crisis Center	Hotline & Office: 908-233-RAPE [7273] TTY: 908-518-0183
Warren County Domestic Abuse & Sexual Assault Crisis Center (DASACC)	Emergency Shelter 24-Hr. Hotline: 908-453-4181 Toll free: 1-866-6BE-SAFE [623-7233] TTY: 908-453-2553

New Jersey Sexual Violence Programs

Web: <http://www.nj.gov/dca/divisions/dow/resources/countyresourcesrcc.html>

- ◆ New Jersey Sexual Violence Programs provide essential and valuable services to victims of sexual violence and their significant others. Survivors can access services at any time, regardless of when the sexual violence occurred or whether the survivor reported the sexual assault to law enforcement. Services available in each county include:
 - 24-hour hotline and crisis intervention
 - 24-hour accompaniment to hospitals, police stations, and court proceedings
 - Crisis counseling for survivors and their families and partners
 - Information and referrals for additional services
 - Presentations to school, college and university students
 - Community awareness and educational programs
 - Training for professionals
 - Prevention planning and related efforts to reduce the incidence of sexual violence perpetration.