Instructions:

- Copy and cut scenarios into cards
- Divide students into groups of 3-5
- Ask them to discuss the scenario and prepare a role-play
- Call on each small group to perform their role-play
- Solicit feedback from the extended group
- Review the responses on page 2

Scenario 1:
A student walks by and pops your bra strap?

Discussion:
- Is this sexual harassment?
- Does the sex of the student matter?
- Do you handle this yourself?
- If so what do you say?
- If not what is the next step?

Role-play:
Role-play the conversation between both students.

Scenario 2:
A classmate is texting you several times a day. Over time, the content of the message becomes sexual in nature.

Discussion:
- What needs to be said before you become offended?
- What is acceptable?
- What is unacceptable?
- How do you handle this?

Role-play:
Role-play the conversation between both students.

Scenario 3:
You’ve been emailing someone that you are attracted to. This person alters one of your messages, replies and copies in some of your and his/her friends. The message now contains information that is sexual.

Discussion:
- Is this harassment?
- What do you do?
- How do you handle this?

Role-play:
Role-play the conversation between both students.

Scenario 4:
Someone you don’t know comes into a bathroom when class is in session. This person begins to touch you and force you to touch him/her inappropriately. You are alone with this person and you are scared.

Discussion:
- Is this sexual harassment?
- Is this serious?
- What do you do?
- What is the next step you take to handle this?

Role-play:
Role-play the conversation between both students.
When is Behavior Sexual Harassment?

From a legal perspective, there are definite and specific determining factors for sexual harassment. They are:

1. **Perceived intent** - this refers to how the offended "feels" or "perceives" the words or actions used or displayed by the offender. If the perception is negative and unwanted it could be sexual harassment.

2. **Pervasiveness** – this term refers to the continuance of words or actions even after the offended has been clearly communicated with. The offended must communicate with the offender and allow him/her the chance to stop the behavior. If the behavior continues this becomes sexual harassment.

3. **Severity** – this term refers to how the negatively the offended feels and is affected. If through the continuance of negative words and actions by the offended, the offender is unable to function normally, this is sexual harassment.

These phrases are the barometers when faced with the question of whether it is or is not sexual harassment. Use your definitions chart below “Sexual Harassment vs. Flirting” to "measure" feelings, perceptions, and results.

### Sexual Harassment vs. Flirting Definitions Chart

<table>
<thead>
<tr>
<th>Sexual Harassment</th>
<th>Flirting</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Feel:</strong></td>
<td><strong>Feel:</strong></td>
</tr>
<tr>
<td>bad, angry, sad</td>
<td>good, happy, flattered, in control</td>
</tr>
<tr>
<td>demeaned, powerless</td>
<td></td>
</tr>
<tr>
<td><strong>Results in:</strong></td>
<td><strong>Results in:</strong></td>
</tr>
<tr>
<td>negative self esteem</td>
<td>positive self esteem</td>
</tr>
<tr>
<td><strong>Perceived as:</strong></td>
<td><strong>Perceived as:</strong></td>
</tr>
<tr>
<td>invading one-sided</td>
<td>reciprocal, flattering</td>
</tr>
<tr>
<td><strong>It is:</strong></td>
<td><strong>It is:</strong></td>
</tr>
<tr>
<td>unwanted, power motivated, illegal</td>
<td>wanted, equal, legal</td>
</tr>
</tbody>
</table>