

Contributing to a Safer Workplace

COMBATING SEXUAL HARASSMENT

PARTNERS:



Project: Sexual Harassment Train the Trainers Program

Summary: On Nov. 27 – 29th, 2017, ICAAD, in partnership with the Fiji Women’s Rights Movement (FWRM), conducted the first sexual harassment train the trainers program in Fiji. The development of the tool-kit was done in coordination with ICAAD’s pro bono counsel, Manatt, Phelps & Phillips. The workshop was led by Manatt attorney, Sharon Bauman, who specializes in both training and litigation of sexual harassment claims in the U.S. Hansdeep and Jaspreet from ICAAD conducted some of the lectures (focusing on international and foreign law) and facilitated workshop activities throughout the 3-Day period.

Participants: The training consisted of a diverse group of participants, including:

- FWRM (4)¹
- Fiji Women’s Crisis Center (FWCC) (2)
- Medical Services Pacific (MSP) (1)
- Empower Pacific (2)
- Ministry of Employment (3)
- Fiji Human Rights Commission (2)
- ICAAD (1 intern)
- Manatt (1 lawyer – non-specialist)

Outcomes: This diversity of participants will lead to varied ways in which the learnings from the training will be implemented. For example, FWRM human rights trainers will deploy their training based on requests they have had from the Ministry of Women and other institutions. Other civil society groups like FWCC, MSP, and Empower Pacific will be more aware of how to counsel their clients who may have faced sexual harassment in the workplace. They will know that there are both criminal and civil remedies available in Fiji and how their clients should initiate a complaint process. Participants from the Ministry of Employment and Fiji Human Rights Commission, who actually review sexual harassment claims, will be more likely to bring a progressive understanding (in line with best practices under both domestic and international standards) of the law to their analysis. All the participants will also assess their own internal sexual harassment policies (assuming they have one) with the policy we jointly designed during the training. Finally, ICAAD and Manatt may scale this training to other Pacific Island Countries (PICs) based on a needs assessment that we will conduct in 2018.

Measuring Training Success: The participants were surveyed on their knowledge of sexual harassment prior to and after the training. The results (see below) show a significant shift in understanding of what sexual harassment in the workplace means and their ability to train others.

This assessment was also confirmed by the participants taking a pre-course quiz and subsequently re-taking the quiz at the end of the course. Whereas each participant prior to the training got multiple responses incorrect (out of 10 questions), each participant got all 10 of those questions correct after the training.

¹ Indicates number of participants from each institution.

Additionally, through FWRM, we intend to follow up with a survey in six months to see how the participants have utilized the training and whether they have:

- integrated or amended their own sexual harassment policies to make them more progressive based on the sexual harassment policy we jointly created during the training?
- conducted sexual harassment trainings with corporations and government institutions?
- reviewed/ decided cases on sexual harassment where they were able to apply their learnings?

Results of Survey: The training was evaluated by participants on the last day. The average score of the evaluations is provided below.

1) Before the workshop, how knowledgeable were you on the laws of sexual harassment in the workplace? Please rate from a scale of 1 to 10: **6.3**

Having completed the workshop, how knowledgeable do you feel now? **8.7**

2) Before the workshop, how knowledgeable were you on conducting an effective investigation on a sexual harassment complaint in the workplace? Please rate from a scale of 1 to 10: **4.6**

Having completed the workshop, how knowledgeable do you feel now? **8.1**

3) Before the workshop, how knowledgeable were you on retaliation due to a sexual harassment complaint? Please rate from a scale of 1 to 10: **3.3**

Having completed the workshop, how knowledgeable do you feel now? **8.4**

4) Before the workshop, how knowledgeable were you on employers' obligations to prevent harassment? Please rate from a scale of 1 to 10: **6.3**

Having completed the workshop, how knowledgeable do you feel now? **9**

5) The workshop contained an appropriate balance of lectures and activities: **Strongly Agree**

6) How helpful were the following activities in learning the materials? Rate on a scale from 1 to 10. Role play: **9.4**; Case studies in breakouts: **9.6**, Case studies in large group: **9.6**, World Café Discussion: **9.5**

Outputs: The major outputs of the sexual harassment program were:

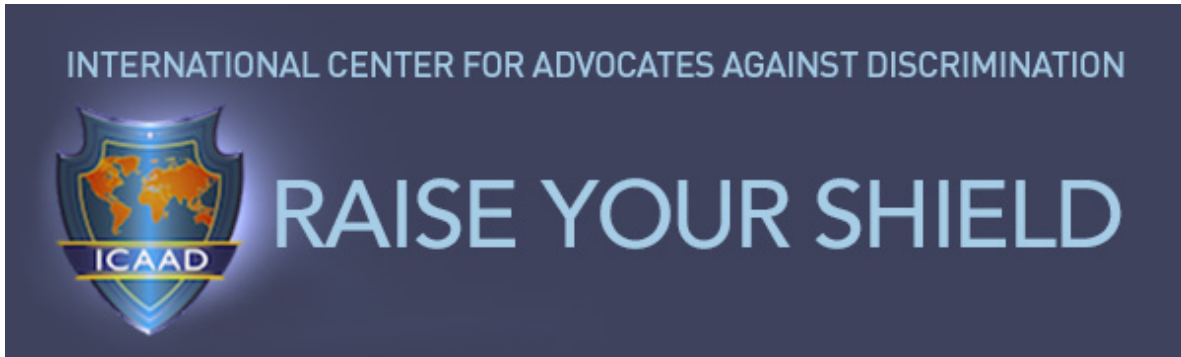
- Development of a comprehensive sexual harassment tool-kit that will be used for subsequent training by participants and others; and
- Completion of a 3-Day train the trainers workshop with 16 key participants who will integrate their learnings in tangible ways

External Documentation: Soon after the training, the Fiji Times wrote a story (<http://www.fijitimes.com/story.aspx?id=425723>) on the severity of sexual harassment and the gap that such a training fulfills. Furthermore, we are providing the full 3-Day Agenda for the training and a press release regarding the training below.

Combating Sexual Harassment: Training the Trainers Workshop

PROGRAM

DAY 1 Monday Nov. 27, 2017		DAY 2 Tuesday, Nov. 28, 2017		DAY 3 Wednesday, Nov. 29, 2017	
8:30am-9:00am	Registration	8:30am-9:00am	Registration	8:30am-9:00am	Registration
9:00am-9:50am	Ice Breaker	9:00am-9:30am	Questions from Day 1	9:00am-9:30am	Welcome & Recap & Questions from Day 2
9:50am-10:00am	Workshop Goals	9:30am-10:15am	Hostile Work Environ.- Case Study	9:30am-10:30am	Drafting a Sexual Harassment Policy
10:00am-10:30am	Affinity Mapping Activity - Define Sexual Harassment	10:15am-10:30am	Hostile Work Environ.- Agree/ Disagree Activity	10:30am-10:50am	Tea Break
10:30am-10:50am	Tea Break	10:30am-10:50am	Tea Break	10:50am-11:30	Finalize Sexual Harassment Policy
10:50am-11:50am	Research from FWRM/ Tebutt Study	10:50am-12:00pm	Filing a Harassment Complaint	11:30am-12:15pm	Preparing Training Checklist
11:50am-1:00pm	Comparative Law: Sexual Harassment	12:00pm-12:30 pm	Conducting an Effective Investigation	12:15pm-12:30pm	Wrap Up
1:00pm-2:00pm	Lunch	12:30pm-1:00pm	Consequences of Harassment	12:30pm-2:00pm	Lunch
2:00pm-2:30pm	What Motivates Sexual Harassment	1:00pm-2:00pm	Lunch		
2:30pm-3:00pm	Quid Pro Quo Harassment	2:00pm-3:00pm	Retaliation		
3:00pm-3:20pm	Tea Break	3:00pm-3:20pm	Tea Break		
3:20pm-4:00pm	Quid Pro Quo Case Study	3:20pm-4:45pm	Retaliation Role Play and Case Study		
4:00pm-4:45pm	Hostile Work Environment	4:45pm-5:00pm	Wrap Up - Summary		
4:45pm-5:00pm	Wrap Up - Summary				



Sexual Harassment Train the Trainers Workshop

ICAAD in partnership with The Fiji Women's Rights Movement (FWRM) organised the first ever train the trainers workshop to raise awareness on combating sexual harassment in the workplace. The training targeted key stakeholders and agencies to strengthen implementation of laws and policies.

The 3-day training workshop was supported by the Australian Government, United States Embassy in Fiji, and implemented through the We Rise Coalition. It was especially timely as it coincided with the 16 Days of Activism against Gender Based Violence, with Nov. 25th marking the International Day for the Elimination of Violence against Women and December 10th marking Human Rights Day. The training was held from Nov. 27- 29, 2017 at Victoria Palms Hotel in Suva, Fiji.



The training included participants from FWRM, Fiji Women's Crisis Centre, Medical Services Pacific, Empower Pacific, Ministry of Employment Productivity and Industrial Relations, and the Fiji Human Rights and Anti-Discrimination Commission.

Donate

The toolkit was developed by ICAAD and partner law firm Manatt, Phelps, and Phillips with both input and support from FWRM. Commenting on the workshop, ICAAD Co-Founder Jaspreet Singh said, "We are thrilled to have diverse participation ranging from government ministries to CSOs. The work we've done here will live on through the participants who will train employers throughout Fiji by providing them the tools needed to combat sexual harassment."

One of the key findings that led to this training was that 82% of sexual harassment cases go unreported. "There's an urgent need for awareness and training, to ensure that staff and workers know about the workplace policy and how to seek redress if they've been a victim/survivor of sexual harassment," said Ms. Waqavonovono, Board Chair of FWRM. In the future, FWRM hopes to engage with other private sector organisations and stakeholders who have shown interest in the training. It will be an opportunity to utilise the training skills they've gained through this TOT [Training of Trainers] to promote safe workplaces."

Thank you to the following partners:





Hon. Judith Beth Cefkin, U.S. Ambassador to Fiji, Kiribati, Nauru, Tonga, and Tuvalu recognized ICAAD and FWRM for the training program in her speech at Fiji National University on combating violence against women in the region.