

# WRJ SAYS STOP

an initiative against Sexual Harassment and Assault

## UNDERSTANDING SEXUAL HARASSMENT



## What is Sexual Harassment?

Sexual Harassment is a form of intimidation or coercion of a sexual nature. This includes:

- Uninvited touching, caressing, kissing, or hugging.
- Promises of rewards or benefits in exchange for sexual favors.
- Inappropriate language, including off-color jokes or sexual comments.
- Staring, following, stalking, whistling or catcalls.
- Bullying or using power dynamics to achieve a goal.

Sexual Harassment is part of the continuum of sexual violence. It can occur anywhere, and anyone can be a perpetrator or a subject. A perpetrator may be unaware that their actions constitute harassment, but this does not excuse the behavior.

## What are Microaggressions?

Microaggressions are subtle intended or unintended slights, gestures, or snubs that demean or insult another. Three forms of microaggressions are:

- Microassault – subtle touching, brushing up against, caressing.
- Microinsult – offensive comments related to gender.
- Microinvalidation – excluding, overlooking, or invalidating someone.

## Why is this important?

Tolerating sexual harassment can perpetuate the continuum of sexual violence. Subjects of sexual harassment can become fearful, anxious, angry, depressed, and more, resulting in decreased attendance in activities, avoidance of situations, relocation, and decreased quality of life. Microaggressions may seem minor but can have a significant impact (see link below).

**Using Women of Reform Judaism (WRJ) says STOP materials,  
you can make a positive change in the culture and environment of your community.**

## Learn More:



WRJ says STOP



Microaggressions



Sexual Harassment



Creating Safe Spaces

