



CITY OF EL PASO

Harassment Prevention

City of El Paso
Mayor and Council Training January 2025

MISSION



Deliver exceptional services to support a high quality of life and place for our community.

VISION



Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government.



VALUES

Integrity, **R**espect, **E**xcellence,
Accountability, **P**eople

City of El Paso Strategic Plan

Goal 5: “Promote transparent consistent communication among all members of the community”

- **5.1: Set a climate of respect, collaboration, and team spirit among Council, City Staff and the community**
- **5.4: Enhance internal communication and employee engagement**

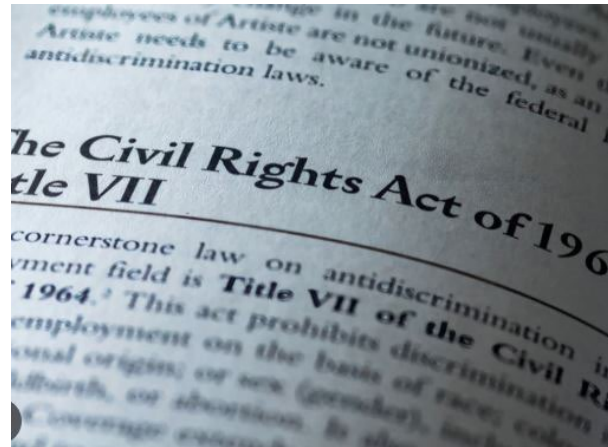
Goal 6: “Set the Standard for Sound Governance and Fiscal Management”

- **6.3: Implement programs to reduce organizational risk**
- **6.4: Implement leading-edge practices for achieving quality performance excellence**
- **6.8: Support transparent and inclusive government**

Title VII of the Civil Rights Act of 1964

Prohibits employers from discrimination based on:

- Race
- Color
- Sexual orientation
- Gender identity
- Religion
- National origin

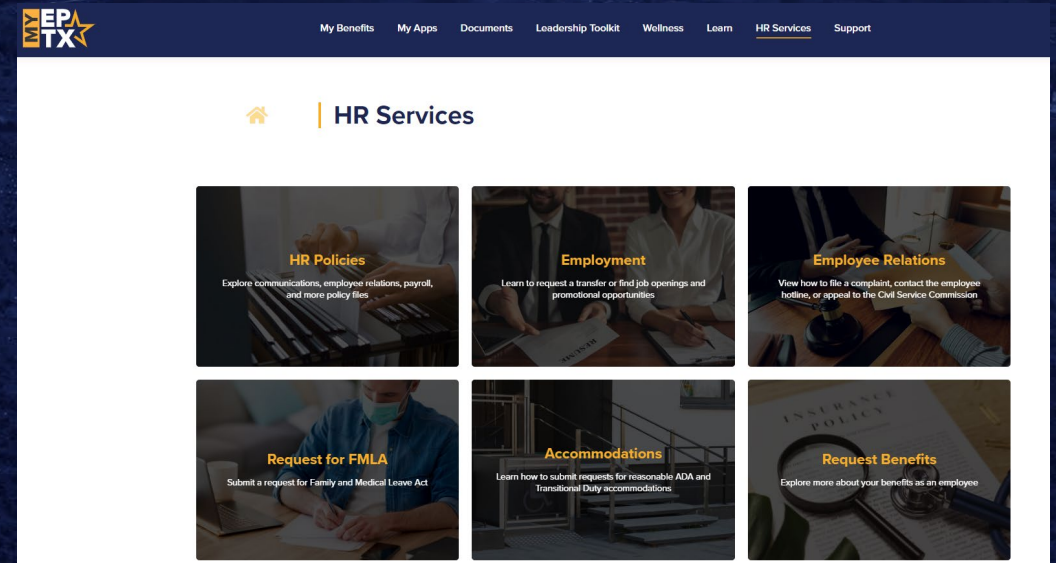


Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964.

What is Sexual Harassment?

- Unwelcome sexual advances, requests for sexual favors, and verbal or physical harassment of a sexual nature.
- Two types:
 - Quid Pro Quo
 - Hostile Work Environment

The Sexual Harassment Policy can be found in the Documents section of My El Paso.



Quid Pro Quo

- A favor or advantage granted or expected in return for something of a sexual nature.
- Normally involves someone with power.
- Victims may feel trapped and fear losing their jobs.



Hostile Work Environment

- Ongoing, pervasive or severe behavior that unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.
- Three forms:
 - Verbal
 - Visual
 - Physical



3rd Party Harassment

- The victim can be a 3rd party who is not the intended recipient of the behavior, a person who witnesses or overhears behavior they find offensive.
- The harasser can be the victim's supervisor, manager, co-worker, vendor, contractor, visitor or customer.



If my friends and I like to joke around, why should we have to change our behavior just because one person does not like it?

- Harassment and discrimination laws protect everyone.
- Unlike the “free speech” rights you enjoy in other aspects of your life, it’s not your “right” to make discriminatory or harassing comments in the workplace.



What is a Bystander?

- A person who is present but is not directly involved.
- A witness to the harassment.
- Can be anyone.



Bystander Intervention

- Speak up.
- Verbalize offensive behavior and ask for it to stop.
- Report it, it's the law.



A woman with dark hair, wearing a plaid shirt, is shown in a warehouse setting. She has a concerned or nervous expression on her face. In the background, there are shelves filled with cardboard boxes. Another person is partially visible next to her, but their face is not shown.

REASONS PEOPLE GIVE FOR NOT INTERVENING

- It won't do any good.
- I hate confrontation.
- I'm too busy.
- I don't want to get involved.
- I'm not sure that it's really harassment.
- I don't want others to think I can't take a joke.

Fear of Retaliation is another reason why people do not intervene

What is Retaliation?

- When an employer takes adverse action against the employee who reported the harassment.
- Retaliation is sometimes seen when coworkers “shun” or ostracize the person who came forward and complained.
- Retaliation protection includes the victim and anyone who reported it or is part of the investigation.
- Retaliation is illegal and should always be reported.



Reporting Sexual Harassment

SB 45 prohibits sexual harassment in the workplace. This bill provides that an employer, including a city or a person who acts directly in the interests of an employer in relation to an employee, commits an unlawful employment practice if sexual harassment of an employee occurs and the employer or the employer's agents or supervisors: (1) know or should have known that the conduct constituting sexual harassment was occurring; and (2) fail to take immediate and appropriate corrective action. (Effective September 1, 2021.)

This means you could be personally liable for not reporting.



Reporting Sexual Harassment

- Report it to a supervisor, HR Representative, Director or email HR – Employee Relations at HR-EmployeeRelations@elpasotexas.gov
- Report in writing. Report immediately.
- Failure to report can result in personal liability. Failure to report any witnessed violation is considered unlawful and could have legal repercussions for an individual who did not come forward and report sexual harassment they knew of or should have known of.

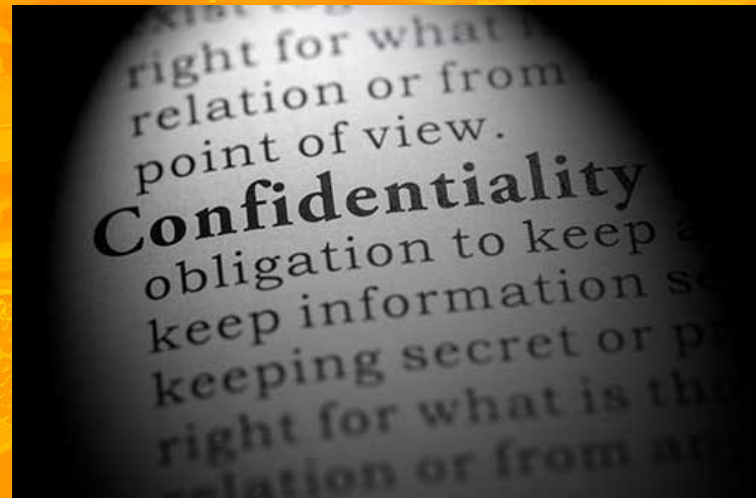


Supervisor Responsibilities in Reporting

Dos	Don'ts
Report it to Department Head and HR within 24 hours.	Do not try to “fix” the issue.
Treat all complaints of sexual harassment seriously.	Do not try to uncover details about a prior claim.
Collect the employee's statement in writing.	Do not retaliate.
Maintain confidentiality throughout an investigation.	Do not discuss with <i>anyone</i> other than the investigator

Confidentiality

- The confidentiality of the employee and all involved will be strictly respected to the extent allowed by law.
- Supervisors need to maintain confidentiality.
- Failure to maintain confidentiality will result in disciplinary action.
- If you are called as a witness, you must maintain confidentiality of all information involved in the investigation.



Consequences

- If the investigation reveals that the complaint is substantiated, prompt disciplinary action will be taken to stop the harassment immediately and prevent reoccurrence.

Discipline

Demotion

Suspension

Termination

Criminal Charges, Fines

Jail Time

Remember...

- Sexual harassment, harassment, discrimination and retaliation are against the law.
- Sexual harassment includes unwelcome behavior of a sexual nature.
- Quid pro quo and hostile work environment are types of sexual harassment.
- Engaging in unlawful harassment or discrimination could result in disciplinary action up to and including termination.

Remember...

- Be professional and respectful.
- Do your part to create a safe work environment.
- Take action if you are a bystander, it's the law.
- If someone complains about your behavior, STOP.
- Report it to a supervisor, HR Representative, Director or email HR – Employee Relations at HR-EmployeeRelations@elpasotexas.gov

Questions?

