

CROSSING THE LINE

- A KICKSTARTER-KIT

Crossing the Line is a campaign which focuses on sexual harassment in the workplace. Read more about the campaign on:

www.facebook.com/OverStregenSeksuelChikane

or www.overstregen.dk

Use this kickstarter kit to put sexual harassment on the agenda and to allow for a discussion about when a line has been crossed.

THE KICKSTARTER KIT CAN BE USED:

- by elected representatives to kickstart a discussion about sexual harassment among colleagues
- in the union's local departments as a kickstart to work with the Crossing the Line campaign
- in the management team in the workplace to initiate reflection on sexual harassment
- in seminars, conferences and congresses where sexual harassment can be talked about

PREPARATION:

Draw a line - it can be with a pen on the whiteboard or a coloured piece of tape on the table or floor. There just needs to be room to lay out or hang cards up on both sides of the line. Remember Blu Tack if the cards need to be hung up. Spread out all the cards on the table or on the floor - away from the line.

KICKSTART:

Present the issue:

Sexual harassment in the workplace is a serious problem. Verbal and physical abuse can make daily working life difficult for many people, especially for women. But when is something considered sexual harassment? When does a cheeky comment cross the line and become an uncomfortable and unpleasant experience for the person on the receiving end?

Ask the participants to position the cards so that the statements that they think have crossed the line are placed to the right of the line and the statements which are ok to say to a colleague are placed to the left. The more acceptable a statement is perceived, the further to the right it should be placed. The participants are allowed to talk to each other while doing this. Continue until all the cards have been positioned.

Talk about the cards' positions. Does everyone agree? Why is such and such a card placed across the line? Have any of the participants first-handedly experienced similar comments? Have you made similar comments towards a colleague (albeit with the best of intentions)?

How do you draw the line?

YOU CAN ALSO CHOOSE TO USE ONE OF THESE "OBSTRUCTIONS":

Man/woman:

You can try to do the exercise firstly with the male participants and after that with only the female participants from the same workplace/department. Document with photos and compare the outcome in a plenary session.

Older man to young woman:

Ask participants to position the cards based on the premise that the statement is said by an older male colleague to a young female colleague. Discuss what the premise means in relation to the way participants position the cards.

Young man to young woman:

Ask participants to position the cards based on the premise that the statement is said by a young, handsome male colleague to a young female colleague. Discuss what the premise means in relation to the way participants position the cards.

Again and again and again:

Ask the participants to position the cards based on the premise that it is a comment that a colleague/boss says on repeated occasion and often to the female colleague. Discuss what the premise means in relation to the way participants position the cards.



You look so good,
today



You look so nice,
today




You look so sexy,
today




Nice dress



That dress really
fits you nicely




Oh, you make me so
hot when you look
at me like that




Oh no, it's raining.
Feel how wet my
thighs are




Promotions take
place in the copy
room




If you think that
that's hard, you
should feel my
upper arm



I have such a stiff
neck. Can I get you
to give me a little
massage?



Have we met
before? At my place
this morning,
maybe?




A slap on the bum is
better than ten on
the back




I always become
so happy when you
smile at me




Have you lost
weight?



You look tired.
Do you want me to
hold your breasts?




I feel that we
understand each
other really well



If the others are
being hard on you,
please tell me. Then I
will comfort you



Did you have a
good weekend?




Did you have a
good weekend
- did you get any?



Did you have a
good weekend
- did you do
anything?



Did you get sex
this weekend?



If the others are
being hard on you,
please tell me.
Then I will help you



You look angry
- is there anything
wrong?



You look angry
- do you not get
any?




Smile if you want
to have sex!



Can I adjust your
collar a second?



Can I adjust your
dress a second?



You've got a couple
of hairs on your top.
Let me get them



You have always
been really good



You have always
been my favourite



You are just so hot



You are just so
lovely




You are just so cute




You are just so sexy



Are you going out
tonight?



Are you going on a
date tonight?



Are you going on a
date tonight?

Can I give you a
some good tips?



Does your boyfriend
know how to handle
you?




Are you going out
tonight? Remember
the condoms!



I think you should
buy yourself a dildo




It is so nice when
you show off your
cleavage




You have a hair on
your shoulder,
shall I get it?



You smell good



You have something
on your breast
pocket,
shall I get it?



Your top is
see-through
- if you look closely



I have something on
my trousers,
can you get it for
me?



I could see on
Facebook you've
been on holiday.
You look good in
swimwear



You look naughty in
your profile picture




I sent you a
nice message
yesterday ;-)
Why have you
not replied?

Are you a lesbian?
Are you sure it's not
just because you
haven't tried a real
man before?



Are you gay?
Can you say that if
you haven't tried
me yet?




You are quite
beautiful even if you
are in a wheelchair



I have always liked
'exotic' women

Are you going on a
date tonight?

Are you allowed to
do that when you are
Muslim?



Have you seen the
new one?
She is well nice



Have you seen the
new one?
He is well nice