



Connect. Challenge. Change.

Gender Based Harassment

movingtraditions.org/gbd

Facilitator's Guide

SAY:

As part of our training today we are going to watch some short video clips. The clips feature actors playing out typical scenes that have occurred at camp. Many of these actors worked at a Jewish summer camp. As you watch, pay close attention to both the actors' words and the actors' body language – you'll be asked a few questions about what you see and hear. The videos were created by Moving Traditions, an organization that works to challenge gender discrimination and other forms of discrimination in the Jewish community.

One important note – **in the videos the actors will be playing different roles. We will use the names of the actors to discuss their behavior.**

Video 1: Gender Based Harassment: Two counselors talk about a teen girl: Clip A

SAY:

In this first scene that we're going to watch, two counselors, Rachel and Pilar are talking about an incident that happened earlier in the day.

Show CLIP A: Rachel (she/her) speaks with Pilar (she/her) about a female-identified camper's behavior [clip ends with Rachel saying "She's a basic slut"]

ASK:

What's most problematic in this conversation?

Take a few responses. (Possible answers: when Rachel talks about a teenager "shaking her ass," Rachel talks about a teenager's hookups, Rachel's use of the word "slutty" and "basic slut.") Note – if people do not respond, you can ask for them to write their responses in the chat.

SAY:

It's okay that Rachel is concerned about a teenager's behavior, why is it problematic when she starts to speak personally about a teenager's body and sexuality?

ASK:

If you were in Pilar's situation, what would you do or say next?

Invite participants to talk about what they think Pilar should do next.

Alternatively, ask two or three people to unmute and to play the role of Pilar and to respond to Rachel.

As people act out alternative responses, invite the rest of the group to respond to how effective or appropriate they think each alternative response is in the situation.

Facilitator's Tip: If there is a policy or rule that you want your staff to remember at this moment, share that here. That way, you'll reinforce the idea that the policy is the responsibility of every staff member. The following is an example of something you might share.

SAY:

In this situation, the most responsible thing for Pilar to do is to tell Rachel she is uncomfortable with this conversation and that it's not okay to call the camper a slut. By using the word slut, Rachel is shaming the camper for her clothing and actions. This word is inappropriate for staff members to use when speaking about campers, and it's an inappropriate word to use at work in general. This scene is an example of gender-based harassment and sexism. We'll explore what those terms mean in more detail soon.

Maybe this camper would benefit from having a conversation with a counselor about staying safe while expressing her personal style and sexuality. However, we don't know that for sure. The most pressing matter for Pilar to address is Rachel's use of the inappropriate word, slut.

Share CLIP B: This is the remainder of the scene from Clip A. Ends with "And if guys hook up, they're players."

ASK:

- What is your reaction to how Pilar responds to Rachel? How does her response compare to what you thought she should do?
- When, if ever, can you use the word slut at camp?

SAY:

The term **slut** is an example of a **gender-based slur** that should not be used in a camp setting. The only time it might be used at work is when talking to other staff members about the negative consequences of using the word.

ASK:

Can anyone give a definition of a gender-based slur?

SAY:

Like racist slurs, gender-based slurs use specific words to associate negative qualities to a group of people. Words like 'bitch,' 'slut' and 'whore' compare women and girls to animals and sexualize women and girls in a judgmental way. While there are not as many slurs for men, sometimes 'dick' is used in a similar way, or a man's masculinity is questioned by calling him a 'pussy.'

ASK:

What should you do if you hear someone use a gender-based slur or sexist language?

Facilitator's Tip: If your organization has specific guidelines about gender-based slurs and how you deal with offensive words being used, here is the time to share those.

SAY:

At the very minimum, when you hear someone use a gender-based slur, you can bring attention to the word or phrase that is said. If someone is repeatedly using slurs, then it does need to be dealt with.

ASK:

What do you think Pilar means when she says, "if guys hook up, they're players?"

SAY:

She's explaining that "slut" is a word that is used to put girls down, but when guys exhibit the same behavior, they are praised for it by being called players. This is a form of sexism: when people of different genders are treated differently for the exact same behavior.

SAY:

Pilar is an active bystander in this situation.

In this scene, when Pilar calls out Rachel for using the word "slut," Pilar is behaving as an **active bystander**. She heard a problematic remark, she took active steps to speak up about it, and she helped to correct the situation. Everyone has the ability to be an active bystander in this type of situation.

Jewish Wisdom

SAY:

A 2,700-year-old Jewish proverb teaches: "Guarding your mouth and your language will guard your soul from trouble." (Mishlei 21:23)

Invite participants to use the chat to connect to someone else and discuss the following question:

What does it mean to guard your mouth and language, particularly in the context of being at camp?

Invite participants back together and ask a few pairs to share highlights of their conversations.

SAY:

To put this wisdom into practice, to guard your mouth and tongue, is not easy. Especially when something at work concerns or upsets you and you feel the need to speak critically about another staff member or a camper, take a breath and try to find a way to speak without using derogatory terms. This helps guard everyone's dignity.

Video 2: Gender Based Harassment: Sports Director and Lifeguard

Show CLIP A: In this clip, Howie, the sports director, has a talk with Clay, the lifeguard, about a complaint that was filed about Clay throwing female counselors in the pool.

ASK:

We know that physically throwing someone in a pool can be dangerous. But what else is problematic in this scene? What do you think is most problematic?

Possible responses might include:

- Clay and his friends were throwing female staff in the pool
- Clay responds "they're making it so we can't have any fun at work"
- Clay says, "we don't have to deal with this."
- Clay's tone and body language at the end of the video

ASK:

What is effective about Howie's response?

Possible responses:

- He asks Clay to explain the situation
- He speaks calmly
- He explains the problem clearly
- He praises Clay before giving him critical feedback

What would you have done differently if you were Howie in this scene?

Optional: invite participants to act out alternative ways to handle this situation.

Facilitator's Tip: Here is a good place to add in any policies specific to your camp that apply in a situation like this.

CLIP B: This is a short piece of the Howie/Clay clip that participants will view for a second time. From "This is one person complaining" to end.

ASK:

- What is a formal complaint and why is it important not to ignore it?
- What is sexism? What are some examples of sexism that might occur in a camp setting?

CLIP C: “All in good fun vs. Being harassed”

ASK:

Why wasn't this situation just “good fun”?

(Someone complained about Clay's behavior. The person who complained said he had seen Clay repeatedly throwing girls in the pool – an act that suggested Clay was targeting female campers.)

SAY:

First off, you shouldn't throw people in the pool because that, in itself, is unsafe. But let's focus on the harassment – Harassment is unwelcome conduct directed toward an individual or a group of people.

ASK:

Can someone give a definition of gender-based harassment?

(Gender-based harassment is when someone is the target of harassment because of their gender identity or expression. Anyone of any gender can be a target of gender-based harassment.)

Jewish Wisdom

SAY:

There is a Jewish concept called “*morit ayin*” the idea that we should avoid any behavior that looks like it is breaking a boundary or that looks like it might lead to breaking a boundary.

Invite participants to turn to a partner and discuss their response to “*morit ayin.*” Ask them to respond to the question:

In your opinion, why is or isn't “*morit ayin*” important in a camp situation?

SAY:

There are many opportunities to have fun in your role as a counselor. But it is very important to pay attention to how your behavior affects those around you. You have a lot of power as a staff member at camp because campers will view your behavior as the model for their behavior. Make sure, even when you are having fun, that you are modeling behavior that it's okay for campers to imitate.

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