ENDING SEXUAL VIOLENCE IN THE WORKPLACE: A CURRICULUM AND GUIDE FOR COMMUNITY EDUCATORS

In 2012, workers, rape crisis advocates, labor organizers, government officials, and attorneys convened for the first time in Chicago. Labor organizers shared that workers were telling them about incidents of sexual violence, but they lacked the resources and training to provide meaningful support. Rape crisis advocates explained that gender violence was commonplace in their clients’ workplaces, but strategies were missing to challenge cultural tolerance of violence in low-wage workplaces. The meeting sparked a creative, passionate dialogue between the labor and anti-violence movements, and the Coalition Against Workplace Sexual Violence (CAWSV) was born.

Led by worker leaders, CAWSV members worked collectively for over a year to develop this participatory curriculum that draws from the labor and anti-violence movements to open a dialogue about workplace sexual violence and foster leadership in worker communities to combat gender violence.

Curriculum Summary

**Module 1** This module introduces workers to the issues of gender inequality and sexual violence in the workplace. It communicates why these issues affect and hurt all workers while discussing the institutions that enable sexual violence and gender inequality to persist. Participants will leave with concrete tools to identify gender violence in the workplace.

**Module 2A** This module raises consciousness around women’s value and worth in the workplace and society. This session is designed to create a safe place for workers who are directly experiencing or are in fear of experiencing sexual violence in the workplace. Skill building will focus on safely reporting, documenting, and confronting sexual violence in the workplace, as well as legal protections available for workers.

**Module 2B** This module is for workers who self-identify as allies. They may not personally experience or fear workplace sexual violence, but they witness it and want to contribute to ending it. The module addresses social understandings of “ideal men” in the workplace and in society; and explores means by which allies can change gender stereotypes in the workplace and support workers who are survivors of sexual assault. Skill building will focus on respectful and safe bystander intervention, and fostering equal opportunity and open dialogue in the workplace.
USER AGREEMENT FAQS

How do I receive training?
The Coalition Against Workplace Sexual Violence trains organizers, community members, and organizations. The Coalition provides the training on a sliding scale fee to sustain the program and ensure all community members have access to the training.

How may I use the Curriculum?
The Curriculum belongs to the Coalition. We can discuss curriculum use with individuals who have received training on an individual basis. You are not permitted to reproduce or distribute the Curriculum without the prior written consent from the Coalition.

What if I am not located in Illinois but still wish to use the Curriculum?
The Coalition can make arrangements to travel to you in order to conduct the training; however you would need to cover the Coalition’s travel costs in addition to workshop costs. If covering travel expenses is cost prohibitive to your organization, please contact us to explore alternative options.

Who do I contact to learn more about the Curriculum?
If you would like to schedule a training, or have other questions about the Curriculum, please contact karla@healingtoaction.org or sheerine@healingtoaction.org.