



Sustainability & Climate Justice Commission Agenda

Date Monday, November 13th, 2023
Time 5 pm
Location City Hall- Third Floor Council Chambers
Watch Online <https://www.youtube.com/@CityofIthacaPublicMeetings>

Item	Voting	Presenter	Time Allotted
1. Call to Order 1.1 Agenda Review 1.2 Review and Approve Minutes	No Yes		5
2. Public Comment 2.1 Statement from the Public 2.2 Commission Response	No No		10
3. Announcements, Reports & Presentations 2023 Annual Review	No	Rebecca Evans	20
4. New Business 4.1 Commission Member Network Mapping	No	David Kay, Chair	45
5. Meeting Wrap-up 5.1 Next Meeting: December 11 th 5.2 Agenda Planning for Next Meeting 5.3 Adjournment	No Yes		5

If you wish to submit a comment to the Sustainability & Climate Justice Commission, please contact Rebecca Evans at revans@cityofithaca.org.

NYS Department of Human Rights Sexual Harassment Law Key Points Highlighted

In 2018, New York State passed legislation requiring organization's to have a Sexual Harassment Policy and training. The City of Ithaca, as a best practice had implemented a Sexual Harassment Policy and provided training for its employees already but the new law has some additional requirements.

The revised policy is modeled after the NYS Department of Human Rights issued requirements. The updated policy is more explicit and includes the following changes:

- The policy applies to all employees, seasonal staff, interns (paid and unpaid), board and commission members, contractors, and any persons doing business with the City.
- All complaints must be investigated. Manager/supervisors must inform the Human Resource Director of all complaints. Manager/supervisors must report any sexual harassment that they observe.
- Unlawful sexual harassment is not limited to the physical workplace itself, e.g. Phone calls, texts, social media, and e-mails can constitute unlawful workplace harassment.
- Adverse action need not be job-related or occur in the workplace to constitute unlawful retaliation, e.g. blocking someone from participating on a board or spreading rumors in the community.
- Investigation should be completed in 30 days versus 60 days.
- Impacted individuals may file a complaint with other organizations concurrently.

Aside from the internal process at the City of Ithaca, employees may also choose to pursue legal remedies with the following governmental entities **at any time**.
New York State Division of Human Rights (DHR) and Tompkins County Office of Human Rights.

DHR's main office contact information is: NYS Division of Human Rights, One Fordham Plaza, Fourth Floor, Bronx, New York 10458, (718) 741-8400 or contact the Tompkins County Office of Human Rights (607) 277-4080 for assistance, www.dhr.ny.gov



Name: _____

Board/Committee: _____

Date: _____

NEW YORK STATE SEXUAL HARASSMENT PREVENTION TRAINING ASSESSMENT FORM

This form is used to accompany New York State’s Sexual Harassment Prevention Training video. While taking the training, please note your answers to the case studies and exercises. When you have completed the form, please sign and date the back, share it with your employer, and keep a copy for your records.

For more information on this training and New York State’s workplace sexual harassment policy, visit ny.gov/programs/combating-sexual-harassment-workplace.

CASE STUDY 1: Accidentally on Purpose

1. June’s manager asked her a personal question that made her uncomfortable. Was this sexual harassment?

- Yes
- No

2. True or False: John’s behavior has escalated above a trivial inconvenience to sexual harassment.

- True
- False

CASE STUDY 2: One Moment In Time

1. True or False: Xander sent the image from his personal phone to Whitney’s personal phone, so this is not a workplace issue.

- True
- False

2. True or False: A hostile work environment cannot exist while working from home.

- True
- False

CASE STUDY 3: Working Twice as Hard

1. True or False: Dr. Grey’s conduct is likely racial discrimination.

- True
- False

2. True or False: Dr. Grey’s conduct is likely sexual harassment.

- True
- False

CASE STUDY 4: Shaken, Not Stirred

1. True or False: Jason’s behavior could be harassment of Jamila.

- True
- False

2. True or False: Jamila cannot complain of harassment because she voluntarily engaged in sexual activity with Jason.

- True
- False

3. Can Jamila complain of harassment if she got the shifts she wanted?

- Yes
- No

4. True or False: It is now “too late” for Jamila to complain. Her relationship with Jason was consensual so there is no proof she is receiving less favorable shifts due to the breakup.

- True
- False

Sex Stereotyping Exercise

Which of the scenarios described are examples of sex stereotyping and therefore potential grounds for a gender discrimination claim? (Select all that apply.)

- 1 2 3 4 5

Harassment Scenario Exercise

Which of the scenarios described are a reason an employee might file a harassment or discrimination claim? (Select all that apply.)

- A patient harasses his at-home caregiver.
 A customer asks a waitress to remove her mask so he can decide how much to tip.

- An employee frequently comments with discriminatory language on a coworker's social media posts.
 An employee gets handsy with his colleague at a hotel bar during a conference.
 A copy repair person tells jokes that are degrading toward women while fixing the copier.
 Cleaners employed by the building an organization rents space in discuss their sexual prowess loudly.
 A hotel guest gropes a housekeeper as she walks by.

Bystander Intervention Exercise

What method of bystander intervention is being used in the scenarios described?

Example 1

Example 2

Example 3

CASE STUDY 5: Domestic Disturbance

1. True or False: Dan appearing in only a towel is harassment.
 True
 False
2. As a domestic worker, is Maria protected against sexual harassment?
 Yes
 No
3. True or False: Lisa did not fire Maria, so her online post is not retaliation.
 True
 False

CASE STUDY 6: Call Me By My Name

1. True or False: Erin can file a complaint against Vanessa and Jessica for gender discrimination.
 True
 False

CASE STUDY 7: Banking On You

1. True or False: This is not sexual harassment because Sawyer and Hayden were in a consensual relationship, and Sawyer's behavior is typical of anyone dealing with a hard breakup.
 True
 False
2. True or False: This is a personal issue between Sawyer and Hayden and co-workers should not get involved.
 True
 False

CASE STUDY 8: No Go Joe

1. True or False: Mallory's only option is to confront Joe directly about his behavior by writing a report and submitting it to Joe.
 True
 False

Signature

Date: MM/DD/YYYY