

Resolution #8

Stop Sexual Assault and Harassment

WHEREAS:

Every 98 seconds someone in the US is sexually assaulted; and

WHEREAS:

Numerous surveys have shown that the majority of working women have been victimized by sexual harassment at some time during their careers; and

WHEREAS:

In response to the wrongdoings of the President and others who condone sexual harassment, this year a powerful movement called #MeToo has emerged to combat sexual harassment and to fight for the equal treatment of women in the workplace; and

WHEREAS:

Sexual harassment is unwelcome, offensive and demeaning behavior and can have devastating psychological, physical and economic consequences for its victims; and

WHEREAS:

The United States Supreme Court unanimously held in *Meritor Savings and Loan v. Vinson* that unwelcome, sexually directed behavior in the work place violates Title VII of the 1964 Civil Rights Act if it creates a hostile or offensive working environment; and

WHEREAS:

Despite the fact that courts have put employers on notice that they may be liable for the sexual harassment of their workers, the problem has not been eradicated; and

WHEREAS:

Many domestic workers are not protected by federal anti-harassment and discrimination law due to a policy loophole: Federal civil rights laws against discrimination only apply to workplaces with 15 or more employees; and

WHEREAS:

The Equal Employment Opportunity Commission's (EEOC) authority to investigate, penalize or sue employers who sexually harass workers only applies to workplaces where there are 15 employees or more; and

WHEREAS:

Since most nannies, housekeepers and homecare workers in the private pay workforce are the only employee in their workplace or one of just a few, they are often fall outside of the EEOC's protections; and

WHEREAS:

Today black, Latina and Asian women comprise 40 percent or more of the nation's nannies, maids and homecare workers; and

WHEREAS:

No human being should ever be subjected to any type of sexual or physical abuse in the workplace.

THEREFORE BE IT RESOLVED:

That UDW/AFSCME Local 3930 urges the swift passage of Assembly Bill 3082 to set up a system for caregivers to report sexual harassment and abuse, and protect caregivers from retaliation.

BE IT FURTHER RESOLVED:

That UDW/AFSCME Local 3930 will continue its commitment to fighting sexual harassment by further strengthening educational programs on sexual harassment; creating effective mechanisms for dealing with sexual harassment; and urging all of California's institutions to develop and enforce a strong policy against sexual harassment.

SUBMITTED BY:

UDW/AFSCME Local 3930 Executive Board