

STAY HEALTHY AT HOME WEBINAR SERIES WILL BEGIN AT 2 PM



NEW JERSEY SELF-ADVOCACY PROJECT



Draw The Line:

Understanding Harassment
& Personal Boundaries

STAY HEALTHY AT HOME WEBINAR SERIES

MARCH 1, 2022 FROM 2 - 3 PM

INTRODUCTION



- ▶ Erin Smithers, Assistant Director of the [New Jersey Self-Advocacy Project \(NJSAP\)](#)
- ▶ NJSAP has been a Division-funded program of The Arc of New Jersey since 1983
- ▶ NJSAP supports the state's largest network of individual self-advocates and self-advocacy groups
- ▶ NJSAP provides comprehensive training and resources to self-advocates, Direct Support Professionals, and agency personnel

TYPE YOUR
QUESTIONS,
COMMENTS,
FEEDBACK
IN THE Q&A
BOX

Q&A

Welcome
Feel free to ask the host and panelists questions


Hello! I am a test question. How are you?

Send anonymously

Cancel Send



 Raise Hand

 Q&A

YOU CAN ENABLE CLOSED
CAPTIONING BY CLICKING ON
THE **LIVE TRANSCRIPT** BUTTON



TODAY, WE WILL DISCUSS:

- How to identify inappropriate behaviors and harassment
- Learning proper social norms
- Understanding and expressing boundaries

PART 1

POLL: WHY ARE BOUNDARIES AND RESPECT IMPORTANT?

- They make people feel safe and comfortable
- They are an integral part of healthy relationships
- They are a part of respectful behavior
- They set a guideline for how you want to be treated
- All of the above



POLL: WHY ARE BOUNDARIES IMPORTANT?

All of the above!



WHAT IS RESPECT?

“Due regard for the feeling,
wishes, rights, or tradition of
others”



RESPECT IS

- Being Polite
- Using Manners
- Respecting Boundaries
- Getting Consent
- Accepting/Taking Responsibility
- Providing Support



UNDERSTANDING
BOUNDARIES

WHAT ARE BOUNDARIES?

“Something that shows where one area ends and another begins”



**WHAT ARE
SOME
EXAMPLES OF
YOUR
PERSONAL
BOUNDARIES?**





**WHAT ARE
SOME
EXAMPLES
OF
SOCIETY'S
BOUNDARIES?**

**PLEASE NOTE:
EVERY PERSON IS
DIFFERENT.
EVERY PERSON HAS
DIFFERENT
BOUNDARIES.**

INVISIBLE RULES

- Personal Space
- Respectful Language
- Appropriate Behavior
- Get Consent
- Personal Time
- Don't Assume



IF YOU ARE UNSURE, JUST ASK!

SETTING BOUNDARIES

- Let People Know
- Set Clear Expectations
- Be Specific
- Start Early
- Repeat Yourself Often



PICKING UP ON SOCIAL CUES

- They Walk Away
- They Avoid Us
- They Give Off Certain Body Language
- They Get Angry
- How Is The Other Person Acting

When social norms and cues are not followed it can be seen as:

Rude

Disrespectful

Bullying

Harassment

Assault

LET'S PRACTICE!

CASE EXAMPLE

**YOU ARE MEETING SOMEONE
YOU NEVER MET BEFORE. YOU
WANT TO RUN UP TO THEM AND
GIVE THEM A HUG TO SAY HELLO.**

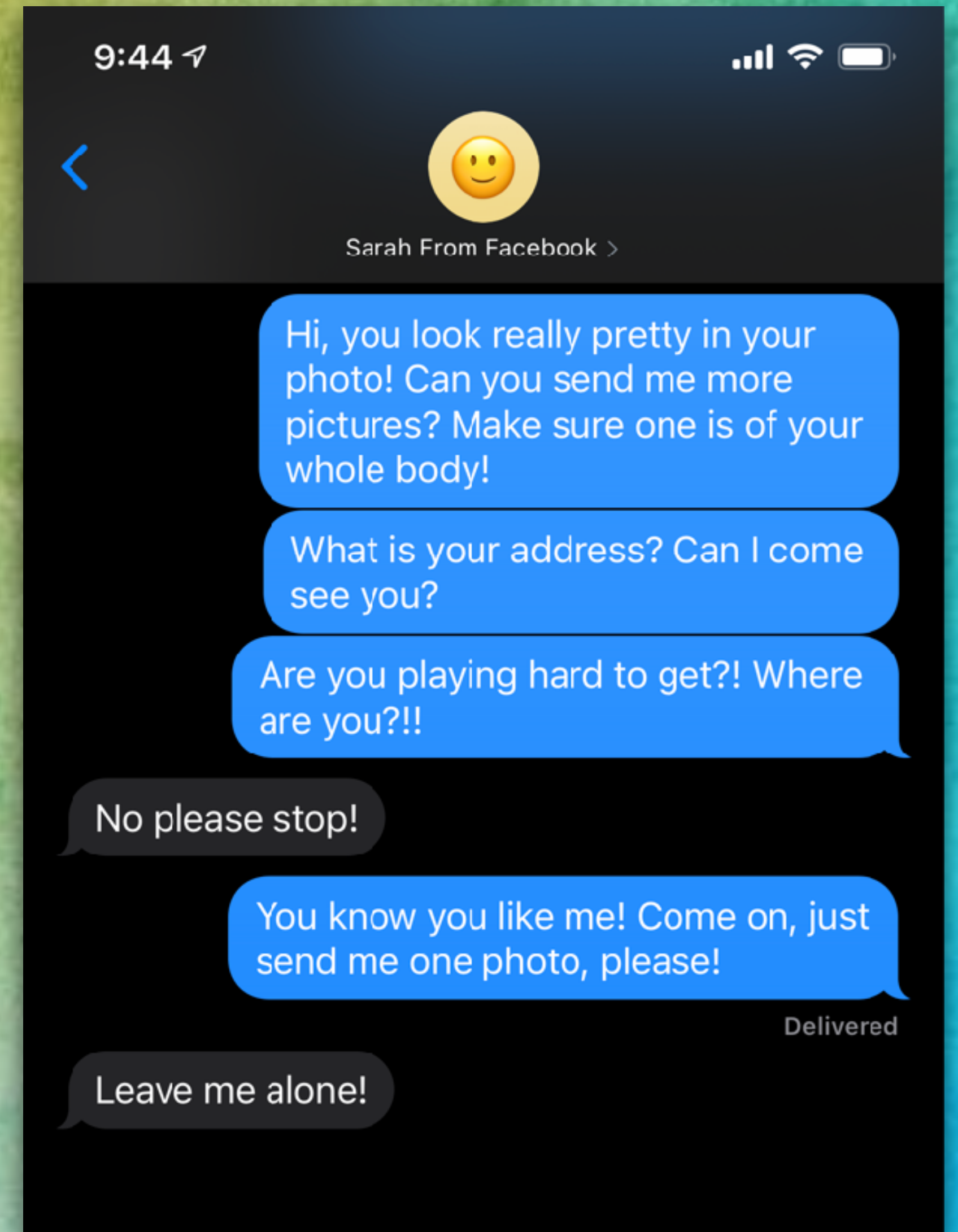
**IS THIS AN APPROPRIATE WAY TO
GREET SOMEONE? WHAT SOCIAL
NORMS ARE YOU BREAKING?**



CASE EXAMPLE

**ARE THESE APPROPRIATE
QUESTIONS TO ASK
SOMEONE?**

**DOES THIS PERSON SEEM
COMFORTABLE WITH THESE
QUESTIONS?**



CASE EXAMPLE



SOMEONE STARTS YELLING AT YOU AND CALLING YOU TERRIBLE NAMES. YOU GET SO ANGRY AT THEM AND PUSH THEM. YOU REALLY WANT TO PUNCH THEM.

IS IT OK TO HIT SOMEONE IF THEY ARE BEING MEAN?

CASE EXAMPLE



YOU WORK WITH SOMEONE YOU FIND ATTRACTIVE. YOU THINK THEY LIKE YOU TOO. YOU GO UP TO THEM AND START TO RUB THEIR BACK.

DOES THIS CROSS A BOUNDARY?

PART 2

HARASSMENT

VS

BULLYING

HARASSMENT VS BULLYING

Harassment and bullying aren't quite the same thing, though harassment can include bullying behavior.

HARASSMENT VS BULLYING

“Unwanted conduct related to a relevant characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.”

HARASSMENT VS BULLYING

PROTECTED CHARACTERISTICS:

- **Age**
- **Sex**
- **Disability**
- **Gender**
- **Reassignment**
- **Marriage or Civil Partnership**
- **Pregnancy and Maternity**
- **Race**
- **Religion or Belief**
- **Sexual Orientation**

EXAMPLES OF BULLYING

- Spreading Rumors
- Yelling or Shouting
- Repeated Negative Comments
- Excluding Behaviors
- Undermining Behaviors
- Teasing



EXAMPLES OF HARASSMENT

- Derogatory Jokes
- Slurs
- Unwanted/Unwarranted Touching
- Intimidation
- Repeated Behaviors
- Abuse of Power



HARASSMENT

Different types of harassment:

Sexual Harassment

Refers to when a perpetrator acts in a sexual or romantic way towards an individual who does not want this attention

SEXUAL HARASSMENT EXAMPLES

- Brushing up against someone
- Staring at someone else
- Lewd Jokes
- Sending inappropriate pictures
- Inappropriate touching
- Making sexually offensive gestures
- Asking for Dates after someone says 'No'
- Stalking

Different types of harassment:

Physical Harassment

**Refers to when physical attacks or threats take
place within a space**

PHYSICAL HARASSMENT EXAMPLES

- Hitting
- Kicking
- Destroying Property
- Threatening Behavior
- Using a weapon as intimidation
- Spitting
- Pulling Hair

Different types of harassment:

Psychological Harassment

Refers to when the harassment negatively impacts the victim's wellbeing.

PSYCHOLOGICAL HARASSMENT EXAMPLES

- Opposing everything someone says
- Stealing credit
- Misplaced blame
- Gaslighting
- Belittling others thoughts or ideas
- Compulsive lying

Different types of harassment:

Third Party Harassment

Refers to when the harassment comes from someone outside of your company.

HARASSMENT

VS

ASSAULT

SEXUAL HARASSMENT VS ASSAULT

Sexual harassment is a prohibited form of sex discrimination under both state and federal law. It includes unwanted sexual conduct such as unwelcome sexual advances, verbal conduct, physical conduct and requests for sexual favors

SEXUAL HARASSMENT VS ASSAULT

Sexual assault occurs when you are the victim of intentional physical contact that is sexual in nature without your consent.

This can include unwanted sexual touching, rape and other similar acts.

LET'S PRACTICE!

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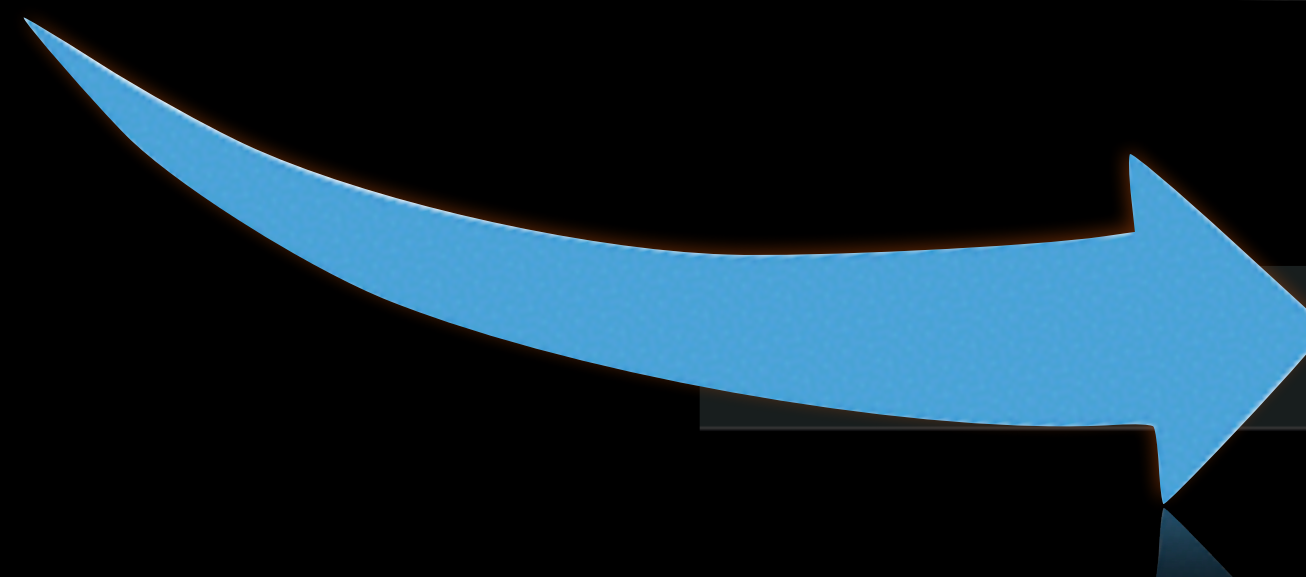
Q&A

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Cancel Send



False Hand Q&A

WHAT TO DO IF YOU
ARE BEING
HARASSED

6 STEPS

- **Let someone you trust know about the incident**
- **Document any comments or different treatment experienced**
- **Keep your documentation in a safe place**
- **Gather all inappropriate texts, emails, notes, or other evidence**
- **Report the harassment at work in writing**
- **File a complaint with the EEOC**

EQUAL EMPLOYMENT
OPPORTUNITY
COMMISSION (EEOC)

WWW.EEOC.GOV

INFO@EEOC.GOV

1-800-669-4000

POLL: DO YOU FEEL BETTER EQUIPPED TO SOCIALIZE IN A HEALTHY MANNER?

- Yes
- No
- I Don't Know



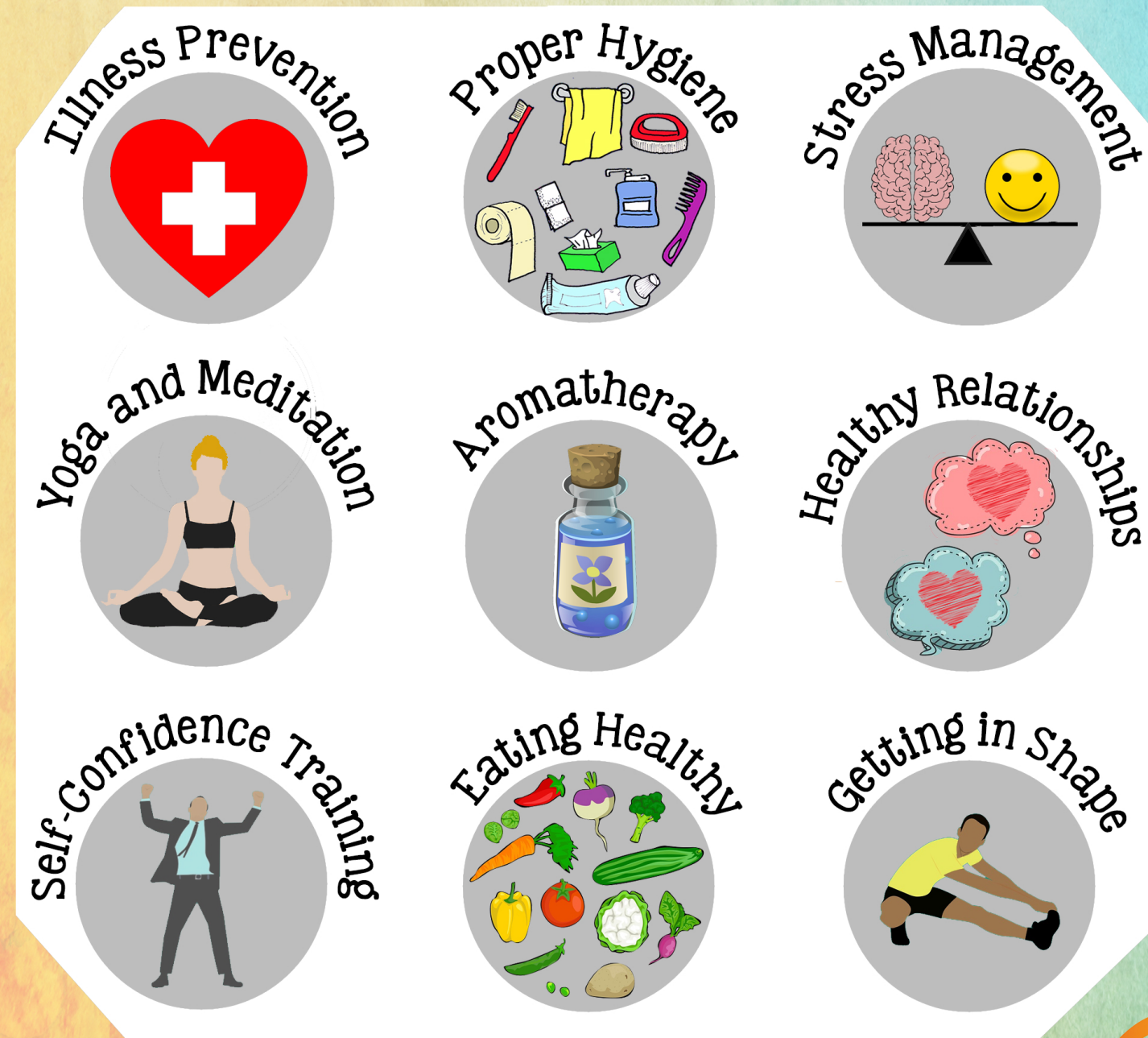
NEW JERSEY
SELF-ADVOCACY
PROJECT

FREE VIRTUAL TRAININGS

Healthy Lifestyles Project

improving health, improving lives

The New Jersey Self-Advocacy Project has partnered with The Horizon Foundation for New Jersey to help you learn more about health, wellness, and being the best you! We are happy to tailor our presentation(s) to suit the needs of your group. Contact us to set up a time and date at your location! The New Jersey Self-Advocacy Project Team will provide free workshops on the following topics:



Connect With Us!

Phone & Fax: (732) 749-8514

Email: NJSAP@ArcNJ.com

[www.Facebook.com/NewJerseySAP](https://www.facebook.com/NewJerseySAP)

[www.Twitter.com/NJSAP](https://www.twitter.com/NJSAP)

www.NJSelfAdvocacyProject.org



Foundation for New Jersey

MY WEEK WITH NEW JERSEY SELF-ADVOCACY PROJECT



MONDAY

- Check social media feed for Veronica's new nutrition video

f t y i

Vero Pure Green

TUESDAY

- Watch the new Stay Healthy at Home webinar at 2pm

Stay HEALTHY at Home

WEDNESDAY

- Interactive Zoom event for HLP:Live at 11am

Healthy Lifestyles Project LIVE

- Check social media feed for IHT's new workout video

f t y i

THURSDAY

- Play this week's Brain Game on Zoom at 1pm

FRIDAY

- Check social media feed for Erin's new recipe video
- HLP:Live! It's Fitness Friday with IHT on Zoom at 1pm

f t y i

TO DO LIST:

- Sign up for NJSAP's email list
- Request a virtual group training
- Make a social media post using this month's hashtag
- Participate in an advocacy campaign or Action Alert



REMINDERS + NOTES:

- Mark my calendar with all upcoming activities
- Reminder: Each NJSSAN Council meets every month
- Remember: Self-Advocacy means to SPEAK UP!

Find out more at www.njselfadvocacyproject.org

Facebook: @NewJerseySAP / Instagram: @NewJerseySAP / Twitter: @NJSAP

EVERYTHING IS AVAILABLE ON:



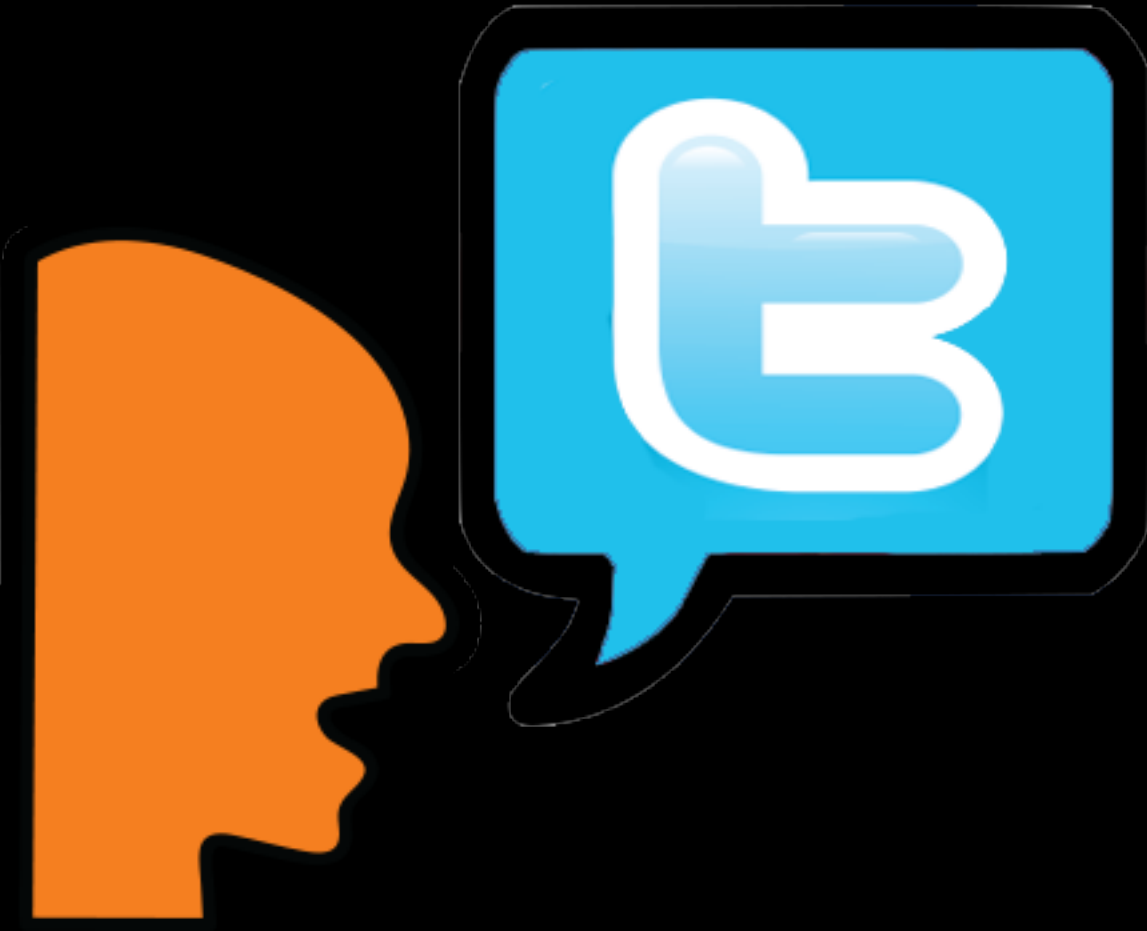
www.arcnj.org/programs/njsap/videos.html



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<http://www.twitter.com/njsap>



[Click Here To Sign Up!](#)

Healthy Lifestyles Project

LIVE



Live Healthy,
Together



REGISTER NOW!

The 37th Annual
NJ Statewide Self-Advocacy Network
Fall Conference




**SELF-ADVOCACY MEANS
THE WORLD TO ME**



Resources

- ▶ NJSAP: <http://www.arcnj.org/programs/njsap/>
- ▶ NJSAP Webinars: <https://www.arcnj.org/programs/njsap/webinars.html>
- ▶ NJSAP Youtube: www.arcnj.org/programs/njsap/videos.html
- ▶ NJSAP HLP: www.HealthyLifestylesProject.org
- ▶ Healthy Lifestyles Project Live!: <https://www.arcnj.org/information/healthy-lifestyles-project/hlplive.html>
- ▶ NJSAP Email List Registration: https://visitor.r20.constantcontact.com/manage/optin?v=001PkT5eHO4C2JrwfPw-p5rdqMeT2hyB3H_I_8-6Pyz_LIEdaG9FrebFmRUe0vIVTdajyOgbl3eJPfej5_IYANtZZVdceO7DjpChIHrmndLyH8%3D
- ▶ Positive Pulse Sign Up Link: https://visitor.r20.constantcontact.com/manage/optin?v=001PkT5eHO4C2JrwfPw-p5rdhN0hs6zmFCpw_-qljyChHCjo8caQS7OnfrijZQWdRzRL_w8oJ-UatsYCC7QBeHthjpotosACKEiDlw07cbjhkra9kPcBx4gW6FI9bf_XOk0QqcieR1PU3-NjnEHKe3A2eQ4R1h09jV7UMSM9iFawgMIB9xGmVFCg==
- ▶ NJSAP Twitter: <http://www.twitter.com/njsap>
- ▶ NJSAP Instagram: <https://www.instagram.com/newjerseysap/>
- ▶ NJSAP Facebook: <https://www.facebook.com/NewJerseySAP/>
- ▶ NJSAP HLP LIVE Sign Up Link: https://visitor.r20.constantcontact.com/manage/optin?v=001PkT5eHO4C2JrwfPw-p5rdqMeT2hyB3H_I_8-6Pyz_LIEdaG9FrebFmRUe0vIVTdajyOgbl3eJPfej5_IYANtZZVdceO7DjpChIHrmndLyH8=
- ▶ Growing Confidence: <https://www.healthcentral.com/slideshow/20-confidence-boosters-that-work>
- ▶ Conversation Topics: <https://www.lifehack.org/articles/communication/12-ways-improve-social-skills-and-make-you-sociable-anytime.html>
- ▶ Healthy Conversation Topics: <https://www.kapow.com/blog/event-tips/networking-conversation-topics-avoid-events/>
- ▶ Confidence Boosters: <https://www.healthcentral.com/slideshow/20-confidence-boosters-that-work>
- ▶ Setting Boundaries: <https://psychcentral.com/lib/10-way-to-build-and-preserve-better-boundaries>
- ▶ Safety Tips: <https://policies.tinder.com/safety/intl/en>
- ▶ Where to meet people: <https://www.cosmopolitan.com/sex-love/a24799641/best-friendship-apps/>
- ▶ Lying Online: <https://www.sciencedirect.com/science/article/abs/pii/S0747563216304800>
- ▶ Effective Communication: <https://www.europeanbusinessreview.com/the-importance-of-effective-communication/>

QUESTIONS?

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- ▶  twitter.com/NJSAP or @NJSAP
- ▶  Facebook: [https://www.facebook.com/
NewJerseySAP/](https://www.facebook.com/NewJerseySAP/)
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- ▶ NJSAP Website: [http://
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