

Module 5 Activity: Guided Discussion about Discrimination and Harassment

The following is adapted from the Restaurant Ready curriculum, Personal Responsibility Competency, Module B: Rules, Law, and Policy.

Directions:

After the participant views the Module 5 video, they will review [Madison Park Restaurant's Harassment Policy on pages 17 & 18 of the Employee Handbook](#). Then, the Career Counselor will engage the participant in a one-on-one guided discussion about Discrimination and Harassment and determine if the lesson's objectives were met.

Optional Accommodations:

- Discussion questions could be given to the participant a few days before the conversation with the Career Counselor, to give them time to prepare their thoughts.
- Participants could write out their thoughts to these questions on paper, by typing, or by texting before meeting with the Career Counselor for the discussion.
- Participants could use a voice recording feature on their device, such as the audio feature in texting or on an app like Voice Memos or Messenger, to record their answers to these questions before meeting with the Career Counselor for the discussion.

Guided Discussion Questions Could Include:

- What are your thoughts on the video you watched and the Harassment Policy you read?
- Why is the Title VII of the Civil Rights Act of 1964 important for employees?
- Do you know anyone personally who has experienced discrimination or harassment at work? If so, what happened?
- What is an example of an action or a comment that you would consider harassment in the workplace?
- How should a supervisor react to an employee who said disrespectful and discriminating comments about a customer behind their back?
- If you saw a co-worker being harassed by another co-worker, what should you do?
- What questions do you have about discrimination or harassment at work?

A participant who has met the lesson objectives:

- Identifies the purpose of the law (Title VII of the Civil Rights Act of 1964)
- Communicates how this law protects employees and can provide an example
- Identifies inappropriate behaviors associated with harassment
- Recognizes the impact of discrimination and harassment in the workplace on self and others
- Encourages others to see beyond the label, to see people as individuals instead of grouping them into a larger category and perpetuating stereotypical generalizations
- Indicates understanding of consequences for not following rules or refusing to conform to laws and policies

Signs the lesson objectives have not yet been met include:

- An attitude or language which perpetuates stereotypes and generalizations
- An attitude or language accepting of discrimination or harassing behaviors
- Not recognizing particular words or actions as inappropriate behavior
- Not understanding the severity of potential consequences of discrimination and harassment in the workplace
- A refusal to report harassing actions, words, jokes, or comments they observe in the workplace

Extended Thinking:

Learn more by exploring the United States Equal Employment Opportunity Commission's (EEOC) website called Youth@Work at www.eeoc.gov/youthwork. "This website is designed to teach you about some of your rights and responsibilities as an employee. Use the menu on the left to learn about different types of discrimination affecting young workers and what you can do to help prevent discrimination in the workplace."

- Open and read the fact sheets at www.eeoc.gov/youth/fact-sheets.
- Read about real harassment cases involving young adults at www.eeoc.gov/youth/real-eeoc-cases.
- Prove what you know about discrimination and harassment by testing your skills with multiple choice questions on one or more of twenty+ scenarios at www.eeoc.gov/youth/challenge-yourself-01.