

Whistle
While
You
Work

We are an organization that wants sexual harassment and discrimination to stop, and before that happens we want to provide a space to discuss it, to talk about our experiences, to empower each other, and to dismantle oppressions while building an art scene that has space for everyone to work, to create, to communicate, and to be artists.

We have a website for your testimonials and experiences.

We hold open forums for your discussions.

We collected resources for you in case you are harassed or discriminated against.

We trust you.

We believe you.

We make performative works about harassment, discrimination, gender.

We hold workshops to help you empower yourself and to learn about complicity.

Definition of **WHISTLE-BLOWER**:
one who reveals something covert or who informs against another

Dance and performance is physical work.

Bodies touch.
Bodies are shown.

PHYSICAL WORK DOESN'T MEAN SEXUAL OBLIGATION.

Regardless of choreographic intent or style, there is no obligation to be sexual with other dancers, with choreographers, with company directors, or with anyone you don't want to willingly, voluntarily consent to have a sexual relationship with.

Choreographed physical closeness does not indicate a sexual obligation nor is it an invitation.

Commenting on someone's breasts, ass, penis, vagina, genitalia, sexual history, sexual orientation is not appropriate at work, during after-work events, during travel for work, or at any time when its unwelcome, makes someone feel uncomfortable. This behavior limits their rights.

When receiving physical corrections from a teacher, choreographer, or rehearsal director, **you are entitled to enforce your personal boundaries.** Inappropriate touching during class is not only a form of physical abuse, but is also a form of intimidation, therefore mental abuse when performed in front of other dancers. Adjusting one's technique is not an excuse.

IF YOU SEE SOMETHING, SAY SOMETHING

- Call out sexist behavior
- Call out sexual comments
- Call out racist behavior
- Call out classist behavior
- Call out homophobic behavior
- Call out transphobic and gender discriminating behavior
- Call out hostile behavior
- Call out Islamophobic and anti-Semitic behavior

Demand equal representation for women, people of color, people of all sexual orientations, people of all gender identities in your workplace, in your art pieces, in your dancers, in your choreographers, in your company.

Imagine the exploration of movement and creation when all members of society have the possibility to join. Inclusion and nourishment of difference gives space to creation beyond the realms of any one individual.

Use whatever privilege and power you have to put a stop to discriminatory behavior and harassment.

Don't be a silent bystander, stand up for your colleagues as they report their experiences. Be an ally. If your colleague is nervous about reporting prohibited behavior, offer to accompany them during the reporting process. Support systems are very important when coming forward about harassment and discrimination.

**Report Behavior,
File Complaints to
Employment Commissions,
Tell People
Directly That It**

Is not OK

Why would anyone remain silent?

- * Retaliation
- * Loss of current and future work
- * Being considered a 'trouble-maker' or 'bitch' or 'uptight'
- * Experience a lack of support
- * Workplace has been designed to be isolating and degrading
- * Feelings of having to protect the reputation of the abuser
- * Limited career time
- * Instilled sense of disposability
- * Not knowing how or what to say

But what is the impact of remaining silent?

The negative results of being subject to sexual inequity and discrimination in dance are vast. Some examples include but are not limited to a woman*...

- * receiving less pay.
- * being subject to lesser casting and a more limited scope of opportunity.
- * experiencing subsequent mental health issues.
- * being subject to the incitement of competition (the detrimental type) among colleagues regardless of professional accomplishments.
- * being subject to toxic negativity among the female community* within a job or company.
- * being subject to workplace-wide acceptance of unwanted sexual advances, violence, rape, etc.
- * being coerced into making choices she* would not otherwise make.

The list goes on to include any infraction that could be considered manipulative, marginalizing, or that makes executing one's job more difficult than it inherently is.



A dance desired a “puppet” and a “puppet master”.

A dancer that is taught to seduce. ignore its object matter and
rebel.

In dance there is no solidarity, but singularity.

A dancer.

A dancer.

A dancer.

You are in a VR game. A stage is in front of you.

Where are you?

A dancer in a VR game performs incorporeal dance.

Close your eye's and let me touch you.



A poem by Katja Cheraneva

I can't speculate on SAB or NYCB but I've "heard stories" like many people have. In my opinion, because a dancer's career is relatively short, the pressure is on to perform as much as possible in any shape or form, and many dancers will excuse most "bad behavior" from a powerful man just to fulfill their goals to dance until they can't dance anymore. Because the history of the cultures of ballet training and ballet company hierarchy is long-steeped in subordination and competition, the webs woven to incite distrust, resentment, jealousy, and hate among women dancer colleagues are very complex making it that much more difficult to build a culture of trust and support that can help women rise above the abuse they're subject to. I'm currently searching for ways to reach out, promote trust, arouse confidence, and basically tell women artists how important and powerful their voice is. I think, like with most of these types of movements, in order for a dancer to speak, there must be a greater sense of solidarity and there must be the knowledge that in the aftermath, the women who spoke will be heard, supported, believed, trusted, and respected. But I think most importantly, she needs to know she will work again.

Frances Chiaverini's excerpt from an email exchange with Sarah Kaufman (Washington Post) who was investigating sexual harassment within the School of American Ballet (SAB) and the New York City Ballet (NYCB)

TESTIMONIALS

“A Montreal Osteopath and the sole resource for dancers attending Springboard Montreal told me to undress to address an ankle sprain. He treated the sprain while I laid prone and yes that hospital gown was wide fucking open.

I came to know just recently that the Doctor had previously had his license revoked due to taking indecent pictures of minors, impregnating a 14-year-old at Canada’s National Ballet School, and still using the same tactic he was described as using in the article with the other omen and children. What upsets me the most about this memory is that I deeply trusted and looked for guidance from the Springboard Direction and Staff. I have no doubt that they knew his history of abuse, and continued to use his services regardless.”

dancer, Springboard Montreal

“While changing in the women’s dressing room backstage, very suddenly a well-known male choreographer, (who, although not working with us, was in-residency in a studio at the same Tanzhaus at the same time my group was performing onstage) opened the door and walked in. All the women present froze surprised by his unwelcome presence in their supposedly private space. He trained his eyes on one woman who was seated in front of a mirror, and said “My goodness, you look incredible today!” She looked at him through the mirror, with wide eyes, nervously laughing responded, “Who, me? Oh, um, thank you.” I turned to him and said “Excuse me, can I help you?”. He looked at me coldly, making it known I was interrupting his interaction with the other woman and said, “Oh don’t worry, you look good too,” before he walked over to her to continue his conversation. His presence was so imposed and authoritative, I silently questioned whether or not I was even in my designated dressing room. No longer comfortable changing there, I hurried out of my own assigned space. “

dancer, astonished by the practiced swagger of a man who evidently regularly uses his authority to assume power over women

**If you need support, please contact us
and we can help you find
resources in your city, country.**

“The male ballet teacher who needlessly encompassed my thigh with both his thumbs and pointer fingers very near the base of my pubic area and dragged both hands down my entire leg to remind me to lengthen.”

“The dance partner whose package always finds its way directly between the cheeks of my ass unnecessarily. Tried placing my hips further away, multiple times. Did NOT feel comfortable enough to bring it up.”

“The man on the creative team of a show reminding me why people are bowing lower for a penis than for me...“They respect it more.””

“The male General Manager not protecting his full-time female employees who are required to undress/change backstage against a part-time male crew member who was arrested for taking photos of woman changing in a department store dressing room.”

“No follow-up on a rogue phone seen taking pictures of the women's changing booth over-top roadboxes and curtains.”

“The man in my cast who changed his blocking in order to whisper shit in my ear, touch my hand or linger close behind me while I danced in skin tight pants.”

“The male slitcher who poked at my arm pit in a costume fitting and called my skin “extra flesh” who also told me he hoped I “wasn't sitting outside rehearsal getting fat”...as I sat there speaking with my friends with zero food in my hand or mouth, but a communal table of treats next to me.”

“The male ballet teacher when complimenting me on losing weight, being informed I'd had food poisoning, followed up with, “Isn't being sick great?””

“The male Artistic Director who called me overweight in front of a guest artist and my dance partner.”

“The gay male cast member who walks into a female dressing room and says „Ew“ when seeing naked women.”

“The male General Manager who threatens arbitration against my team’s hard work over one thing we are asking for- for a woman...that woman was me. The only woman on the team.”

“Being the only woman in a room of creatives and managers discussing cast safety and morale.”

“The boyfriend who tells me my male dresser is obviously going home and jerking it to images he’s seen of me topless backstage.”

“The male director who gives all four Russian thug characters (who speak) to men as myself and the other female thug stand in the back, silent.”

“The male director who gives the lines of the „maiden“ to a man, because „it doesn’t really matter.“”

“All the „compliments“ from men about how good I look in _____ costume. I didn’t ask. Nor was my discomfort in said costume a request for a compliment.”

“The costume designers who fully clothe the men while the women are scantily clad/in skin tight clothing. Yes, sometimes the story calls for it...sometimes it doesn’t.”

**JUST BECAUSE SOMETHING IS NORMAL,
DOESN'T MEAN IT'S RIGHT
OR THAT IT SHOULD CONTINUE.**

THINGS YOU CAN SAY IF YOU ARE HARASSED OR DISCRIMINATED AGAINST

**Don't talk about my body.
Don't talk about their body.**

I feel uncomfortable and that's inappropriate and impacting my ability to work.

You're making me (them) uncomfortable and that's inappropriate.

**What you're doing right now isn't appropriate
and it needs to stop.**

STOP.

When you say ____, it makes me feel ____.

When you say ____, I feel unvalued.

When you touch me ____, I feel violated.

When you ____, I feel unsafe.

When you ____, I feel objectified (I feel like an object)

When you ____, I feel exploited.

NO.

My (Their) body is healthy and powerful and I (they) don't need to lose weight.

This kind of behavior is both illegal and disgusting.

You should be ashamed of yourself.

I don't like what you're doing.

Stop it.

They don't like what you're doing.

Stop it.

Something needs to be done about _____. It's negatively impacting the workspace.

Comments like that are offensive and violating.

I don't feel safe when you touch me like that // when you say that to me // when you look at me that way // when you view me like that.

I want you to stop.



When you _____, I feel: intimidated, degraded, humiliated, offended, like you're being hostile. It's criminal what you're doing according to (see the following law pages for your country).

It can be shocking to be harassed or discriminated against. Practicing phrases like these can help you react in the moment. While it is up to the people who harass and discriminate to change their behavior, it is up to us to demand the treatment we deserve.

"...[I]n actuality, as we all know, things as they are and as they have been, in the arts as in a hundred other areas, are stultifying, oppressive, and discouraging to all those, women among them, who did not have the good fortune to be born white, preferably middle class and, above all, male. The fault lies not in our stars, our hormones, our menstrual cycles, or our empty internal spaces, but in our institutions and our education--education understood to include everything that happens to us from the moment we enter this world of meaningful symbols, signs, and signals. The miracle is, in fact, that given the overwhelming odds against women, or blacks, that so many of both have managed to achieve so much sheer excellence, in those bailiwicks of white masculine prerogative like science, politics, or the arts."

*-excerpt, Why Have There Been No Great Women Artists?
by Linda Nochlin*

We live in a patriarchal world that benefits whiteness, being male, and being hetero-normative (amongst other things). Resisting the oppression of not being these things is exhausting, yet to achieve ,for ourselves, entrance and access to this world of power requires us not only to perform better, but also be physically and mentally strong enough to withstand discrimination. It's totally fucked-up. We struggle and fight for the future generation of artists that can just be artists and performers without the expectation of outlandish excellence. The excellence we demand should be from ourselves, for ourselves. Every time you stand up for yourself, is one less time it will be needed in the future. We are creating art and we are creating demanding the environment we want our art to be made and shown in.

SELF-HEALING

Let's face it, what we're doing is demanding a basic overhaul of the dance and performative arts industry. That's not easy! It takes time and dedication and often feels futile in the midst of an abyss of work to do. So, we need to have tactics to sustain ourselves:

Acu-points

Acu-points for calming and redistributing energy, blood throughout the body:

- * Do some simple stretches and regular breathing to prepare.
- * Lightly touch (index or middle finger) for 60-120 seconds these points. Light, deep measured breathing:
 - * (General Stress) Sole of the foot: bilateral point. Kidney 1. Bubbling Springs.
 - * (Anxiety, Frustration) Webbing between the index and the thumb: Large intestine 4. Hoku. Touch lightly the top and bottom through the webbing with the thumb and index of the opposite hand.
 - * (Promote Letting Go, Grief) Crease of the armpit, two finger widths towards the heart. Cross your arms and do this on both sides at once: Lung 1.
 - * (Promote nurturing of the self, Hormone Regulation) Three finger widths above the ankle, two finger widths towards the heel: Three yin meeting (contra when pregnant)
 - * (Promote Balance) Directly between eyebrows: Third eye point
 - * (Releasing of Anger) Center of Breastbone three finger widths above the bottom of the breastbone: The sea of tranquility.

Kundalini Yoga:

- * Breath of Fire:
 - * Sit comfortably in a cross-legged position.
 - * Put hands on the knees.
 - * Raise shoulders towards the ears on in breath.
 - * Let them fall down on the outbreath.
 - * Repeat this rapidly. Short and quick breathing. Make sure breath and movement stay aligned.
 - * Do this for 90 seconds. Breaths can average to around 150 per 90 seconds.
- * Spinal Flexes, Shoulder Shrug:
 - * Repeat breathing pattern, but place hands on shins (elbows are close to your ribs).
 - * As you inhale bring chest forward, shoulders back, elbows tight by the ribs.
 - * As you exhale, draw shoulders forward and curl the spine as the chest moves back behind the shoulders.

*Thanks to Healing Art Professional Anita Poushan.

Movements and Positions of Empowerment

You're a dancer, use that for yourself.

We suggest creating movements, positions that evoke, make you feel:

- * Joy
- * Control
- * Respected
- * Comfortable
- * Silly
- * Empowerment
- * Curiosity

Think of how harassment/ discrimination makes you move, hold your body. Perform movements that release those positions, movements and create space in your body.

Do this with another person and instruct them into your movement, allow them to instruct you into their movement.

*from a residency with Katja Cheraneva and Frances Chiaverini



feministfightclub



BOAST BITCHES

She and you have an unspoken agreement:
she boasts for you, you boast for her — everyone gets credit.

FEMINIST FIGHT CLUB



5.993 likes

feministfightclub Boast Bitch (n.): She's your female hype man. She boasts for you, you boast for her, boasting for each other makes you both look better, yet neither of you is perceived as bragging about yourself. Research shows that having someone boast on your behalf—of any gender—is an effective way to promote your work, and can duck the unfair penalty of women being perceived as braggy or unhumble when they do self-promote. And if you're in the boasting position? That's great, too. It makes you look like a team



guerrillafeminism



Kate Leth
@kateleth



good statements for men to practice:

- 1) I'm sorry
- 2) I shouldn't have done that
- 3) no problem, goodnight
- 4) dude, don't say that shit
- 5) please continue
- 6) she wasn't finished
- 7) how can I help
- 8) actually, that was her idea

11/17/17, 4:23 PM



24.044 likes

guerrillafeminism YUSSSS! Men, practice makes perfect 🙄

TO BE OUR
MOST AUTHENTIC
SELF IS TO
BE REBELLIOUS

NOOR TAGOURI

#WomanCrushWednesday

MG



1.890 likes

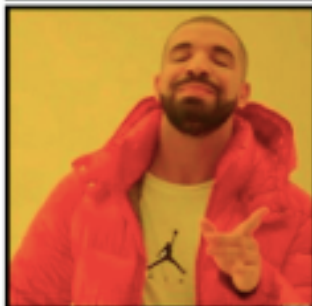
muslingirl Noor Tagouri is a trailblazing Muslim journalist, vlogger, storyteller, and motivational speaker. She launched her [#LetNoorShine](#) campaign in 2012 to encourage girls to follow their dreams! [@noor](#) has been making major strides in journalism and has been featured in a number of prestigious publications including Forbes, BBC, and TIME. Her motivational fire keeps her going and inspires younger girls like her to work hard for their aspirations! Noor certainly lives up to her name meaning 'light' in Arabic and you can follow her journey through her lively YouTube vlogs. Keep on



guerrillafeminism



Tumblr-style "search and destroy" approaches based in the prison-industrial complex and practiced by callout, punishment and exile.



Community accountability based in attentiveness, sensitivity, mutual care and active learning.

 **Bi: NOTES FOR A BISEXUAL REVOLUTION**



4.242 likes

guerrillafeminism I've def been guilty of this. Let's do the second one, deal? 🙄



guerrillafeminism



"You have to act as if it were possible to radically transform the world. And you have to do it all the time." —
Angela Davis



9.068 likes

guerrillafeminism Yessss Angela! (rp @calendow)



undocumedia



17.608 likes

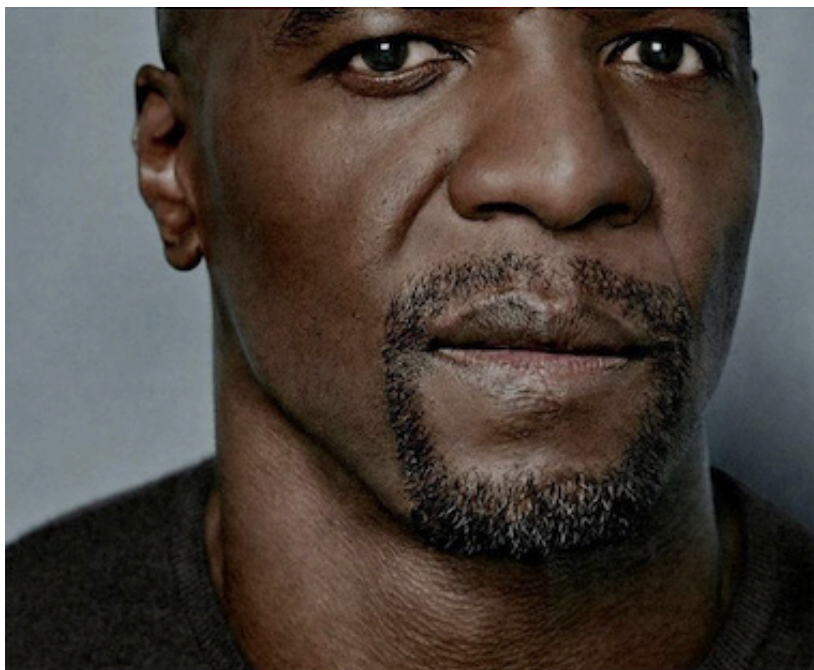
undocumedia Yass! Strong. Resilient. Powerful! 🙌👏

Via @reclaimyourpower @rosalie.gs_
#ReclaimYourPower



127 likes

broadly "It's groundbreaking, and almost disorienting, for women's stories to be believed." Cara Buckley and Melena Ryzik, the journalists behind the Louis C.K. report, on holding powerful men accountable. #YouKnowWhoRules



71.287 likes

time Terry Crews is suing agent Adam Venit and William Morris Endeavor for sexual assault. Crews says Venit groped him in front of his wife at an industry event. Venit was briefly suspended from the agency. "People were saying, 'You should have beaten him up.' I'm like, Why is nobody questioning him? Nobody questions the predator. You know why? Because they just expect it. And I expect it. And I just said, 'No more.' Why are you questioning the victim here? Let's flip it. Let's talk about what the predator is doing." (The agency said it had suspended and demoted Venit, who declined to comment.) @terrycrews is among the Silence Breakers, TIME's Person of the Year. Read the full story on TIME.com. Photograph by Billy & Hells for TIME. #TIMEPOY

What should I do if I am harassed or discriminated against?

- * Write the date and time
- * Write the location
- * Write what happened
- * Write who witnessed the actions (if anyone did)
- * Write how the harassment impacted your mood, your ability to work
- * Take video or audio of the incident

Confide in another person. There are usually organizations in your country that you can contact (please see the following section for information). If you're working in a dance company, contact someone you trust in the company (lawyer, director, etc). If there is no one to tell, confide in a friend or in us at Whistle While You Work.

We know it's hard and that dance companies don't have HR departments.

We know it's hard because so much work is freelance. But you aren't alone.

If you have been raped or molested, don't shower, don't change clothes (if you do change clothes, don't wash them and put them in a clean plastic bag so any DNA can be preserved), and go as soon as possible to the gynecologist and the police, take the morning after pill (if you feel comfortable or if this applies to you), and book an STI and HIV test.

You Aren't Alone.

You did nothing wrong.

Nothing is trivial.
You are important.
You survived.

What has happened to you
isn't your fault.

You are not to blame.

**It's not your responsibility to protect your harasser.
Everyone should be held accountable for their
abuses- no one is too famous or too important to face
consequences. There are plenty of artists, directors,
choreographers who can take their place and be
respectful, empowering, and supportive.**



Rape Crisis
Network Europe

HELP IS THERE FOR YOU, NO MATTER WHERE YOU ARE

Every country, city has organizations and resources to help people with harassment and discrimination. Check out our website for updates about resources for LGBTQ people, people of color, immigrants' rights, etc.

If you know of organizations in your city, country, please send us their information.

We are always in the process of collecting resources.

GERMANY

The purpose of this Act is to prevent or to stop discrimination on the grounds of race or ethnic origin, gender, religion or belief, disability, age or sexual orientation. (Section 1 of this Act)

§ 3

(3) Harassment shall be deemed to be discrimination when an unwanted conduct in connection with any of the grounds referred to under Section 1 takes place with the purpose or effect **of violating the dignity of the person concerned and of creating an intimidating, hostile, degrading, humiliating or offensive environment.**

(4) Sexual harassment shall be deemed to be discrimination in relation to Section 2(1) Nos 1 to 4, when an **unwanted conduct of a sexual nature, including unwanted sexual acts and requests to carry out sexual acts, physical contact of a sexual nature, comments of a sexual nature, as well as the unwanted showing or public exhibition of pornographic images,** takes place with the purpose or effect of violating the dignity of the person concerned, in particular where it creates an intimidating, hostile, degrading, humiliating or offensive environment.

“Hey. Stop it. According to the General Equal Treatment Act your intimidating, hostile, degrading, humiliating, offensive behavior is actually illegal. This isn’t just me being sensitive, this is criminal behavior.”

“Hey. Stop it. I don’t want your unwanted sexual conduct. This is illegal.”



bff:

FRAUEN GEGEN GEWALT E.V.

☎ 2168888

LARA

FACHSTELLE
GEGEN SEXUALISIERTE GEWALT
AN FRAUEN*
BERATUNG KRISENINTERVENTION KOORDINATION



frauenraum

Specialist Counseling and Domestic Violence Intervention Center

ITALY

Sexual harassment, sexual blackmail (*ricatto sessuale*), and discrimination can be rampant in the office and people subjected to this behavior might not come forward but Italy has legal structures in place to protect against discrimination and sexual harassment. Harassment is defined as: continuative harassing, threatening or persecuting behaviour which: **(1) causes a state of anxiety and fear in the victim(s)**, or; **(2) ingenerates within the victim(s) a motivated fear for his/her own safety or for the safety of relatives, kin, or others associated with the victim him/herself by an affective relationship, or;** **(3) forces the victim(s) to change his/her living habits.**

Article 26 of the Code states that ‘Sexual harassment, that is any form of unwanted verbal, non-verbal or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a worker, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment’ is also regarded as discrimination on the ground of gender.

Article 37, Paragraph 1 of the Constitution states that **a female worker shall have the same rights and, in the case of equal work, the same remuneration as a male worker.** Article 37 also lays down certain working conditions for women such as allowing them to fulfill their essential family functions and granting adequate protection to the mother and the child.

Other grounds of discrimination such as politics, religion, race, language or sex are covered by Art. 15 of the Workers’ Statute. Art. 2 of Decree No. 215 of 9 July 2003, 1 which implements EU Directive 43/2000, provides for a prohibition on discrimination on the ground of racial or ethnic origin. Art. 2 of Decree No. 216 of 9 July 2003, 2 implementing EU Directive 78/2000, provides for a prohibition on discrimination on the grounds of religion or belief, disability, age or sexual orientation as regards employment and occupation.



SE SEI VITTIMA DI UNA
QUALSIASI FORMA DI VIOLENZA
CHIAMACI AL NUMERO
06 37518282

NON CI ARRENDEREMO MAI
ALLA VIOLENZA
CONTRO LE DONNE

AGAINST SEXUAL AND GENDER VIOLENCE

Toll free number - 1522

“Hey. Stop it. Your behavior makes me feel anxiety and fear because you are intimidating, hostile, degrading, and offensive and actually that’s illegal. It’s illegal for you to make me feel that way according to Article 26 of the Code.”

FRANCE

Article L. 1153-1 of the Labour Code and Article 6 ter of the Law n^o 83-634 of 13 July 1983 concerning the rights and obligations of officials are amended as follows:

„No employee (no official) must undergo facts:

- Sexual harassment is constituted by words or conduct of a sexual nature that is repeated **undermine dignity because of their degrading or humiliating character**, or create a situation against her intimidating, hostile or offensive;
- Is similar to sexual harassment, consisting of all forms of severe pressure, even if not repeatedly exercised in actual or apparent authority to obtain an act of a sexual nature, that it is looking in favor of the perpetrator or in favor of a third party. ,

Article 225-1-1 of the Penal Code states: **„Discrimination comprises any distinction between people because they have suffered or refused to submit to acts of sexual harassment** as defined in Article 222-33 or testified such facts, including, in the case I mentioned in the same article, if the words or behavior were not repeated.

According to the French Labour Code, it is forbidden to punish or dismiss employees, or exclude potential employees from the recruitment process (for a job, a training position or an internship), or endure direct or indirect discriminatory measures with respect to remuneration, incentive schemes, share distribution, training or redeployment programs, posting, qualification, classification, career development, mobility or contract renewal, on the basis of their: **origin, gender, sexual orientation, morals, age, marital status, religious beliefs, nationality, ethnic or racial origin, political opinions, trade union activities, physical appearance, name, medical condition, disability.**

“Hey. Stop it. According to Article L. 1153-1 and Article 6 number 83-634 it is illegal to undermine my dignity by being degrading and humiliating. Also this is gender discrimination and that too is illegal.”

**VIOLENCES
CONTRE LES FEMMES
LA LOI VOUS PROTÈGE**

VIOLENCES FEMMES INFO
**APPELEZ LE
3919***

*Appel anonyme et gratuit depuis un poste fixe.

Associations against violence against women

- ▶ CFCV - Feminist Collective Against Rape
www.cfcv.asso.fr
- ▶ FNSF - National Solidarity Federation Women
www.solidaritefemmes.asso.fr
- ▶ CNIDFF - National Clearinghouse on Women's and Family Rights
www.infofemmes.com
- ▶ MFPP - French Movement for Family Planning
www.planning-familial.org
- ▶ Solidarity Women
www.women-solidarians.org
- ▶ FDFA - Women to say Women to act
www.womenforleeire.asso.fr

Victims Association

- ▶ INAVEM: National Federation of Victim Support Associations
www.inavem.org

UK

According to the Equality Act of 2010 **age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation are protected characteristics.**

Direct discrimination

(1) A person (A) discriminates against another (B) if, because of a protected characteristic, A treats B less favourably than A treats or would treat others.

(2) If the protected characteristic is age, A does not discriminate against B if A can show A's treatment of B to be a proportionate means of achieving a legitimate aim.

(3) If the protected characteristic is disability, and B is not a disabled person, A does not discriminate against B only because A treats or would treat disabled persons more favourably than A treats B.

(4) If the protected characteristic is marriage and civil partnership, this section applies to a contravention of Part 5 (work) only if the treatment is because it is B who is married or a civil partner.

(5) If the protected characteristic is race, less favourable treatment includes segregating B from others.

(6) If the protected characteristic is sex

(a) less favourable treatment of a woman includes less favourable treatment of her because she is breast-feeding;

(b) in a case where B is a man, no account is to be taken of special treatment afforded to a woman in connection with pregnancy or childbirth.

(7) Subsection (6)(a) does not apply for the purposes of Part 5 (work).

(8) This section is subject to sections 17(6) and 18(7).

RAPE CRISIS

England & Wales

If you're not sure whether you want to report to the police yet, you might choose to go directly to a Sexual Assault Referral Centre (SARC), if there is one in your area. It's good to take a friend or trusted person with you if you can.

At the SARC, you can have a forensic medical examination, as well as tests for Sexually Transmitted Infections (STIs) and pregnancy. The SARC should not pressure you into reporting to the police and they can store the results of the forensic examination (or evidence) until you make up your mind whether to report to the police or not. SARCs have specially trained professionals who can give you medical help and advice. They can also help and support you through your immediate trauma.

You can find your nearest SARC by calling the NHS 111 non-emergency service, speaking to your GP or the Accident & Emergency (A&E) department of your local hospital, or by visiting the [NHS Choices](#) website.

USA

Sexual Harassment

It is unlawful to harass a person (an applicant or employee) because of that person's sex. Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.

Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general.

Both victim and the harasser can be either a woman or a man, and the victim and harasser can be the same sex.

Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, **harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).**

The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

Title VII of the Civil Rights Act of 1964 (Title VII)

This law makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, or sex. The law also makes it **illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.** The law also requires that employers reasonably accommodate applicants' and employees' sincerely held religious practices, unless doing so would impose an undue hardship on the operation of the employer's business.

WORKPLACES RESPOND
TO DOMESTIC & SEXUAL VIOLENCE
A NATIONAL RESOURCE CENTER

<https://www.workplacesrespond.org/>

RAINN

<https://www.rainn.org>

The National Domestic Violence
HOTLINE

<http://www.thehotline.org/>

LEAN IN

<https://leanin.org/sexual-harassment/>

TIME'S™
==UP

<https://www.limesupnow.com/>

QUESTIONS TO ASK YOURSELF, YOUR COMPANY, OR IN A WORKSHOP:

Intersectionalism: How does the cross-section of race, sexuality, gender, religion, geographic origin, physical ability, age, etc have an influence on the social perception of every person?

How can we have healthy expressions of intersectional identities in the performative arts?

Which physical positions evoke power, strength, confidence?
What movements make you feel powerful?

What makes you feel empowered?

How do you feel about the depiction and representation of gender in dance?

How can you demand equal representation in your workplace?

How can you show solidarity with your colleagues?

What behaviors do you do that might be contributing to harassment and discrimination?

How can you empower others and yourself?

What privileges do you have in the workplace?

How can you use your privilege to create a better workplace for everyone?

What can you do to create and nourish healthy and positive relationship with peers?

WWYW also provides workshops to discuss these topics. Contact us for more information.

whistlewhileyouwork.art

tinyurl.com/y86ege87

Check our website for our collection of resources, websites, and theory.