

WHEN STUDENTS SAY

Auditing your organizational culture



Organizational culture is becoming a larger part of the issues surrounding sexual harassment, and comes under great scrutiny during a #metoo crisis. Beyond mandated harassment trainings for employees, there is growing evidence that organizational culture can positively or negatively impact how sexual harassment is recognized, responded to and reported in organizations.

Key Questions/Areas to Research:

How does your organization recognize, respond to, and report sexual harassment?

What are your employees' and students' opinions about your district's sexual harassment culture?

What is the history of sexual harassment, misconduct and assault in your organization—could the media potentially paint your organization as one which has a “long history” of sexual harassment, assault and misconduct problems?

How does your organization process and keep records of sexual harassment claims?

How well does your organization collaborate with local law enforcement regarding sexual harassment claims they receive about your district's employees and students?

What type of training do employees and students receive regarding sexual harassment?

Does your district's website have resources for employees, parents and students regarding recognizing and responding to sexual harassment?

What information is available to employees, parents, and students regarding sexual harassment? Is it easy to locate and understand?