

SEXUAL HARASSMENT AND GENDER DISCRIMINATION IN WILDLAND FIRE MANAGEMENT

What kinds of gender discrimination and sexual harassment have you experienced?

"The men did everything they could think of to get me to quit. They failed."

"The engine captain had me ride alone with him and spoke in great detail about my breasts."

"Assumptions are often made about a woman's lack of physical ability compared to a man's."

"Supervisor told me I was 'high maintenance' when I reported locker room talk."

"Assistant crew boss peeping Tom in my windows."

"Women have to fight to be included in group discussions, planning strategy and tactics."

"My boss only asks women to do the bunkhouse laundry."

"Comments: 'she made that decision based on emotion, it must have been her time of the month', 'if you aren't going to do this job, go put on your skirts', 'well, she's getting married, we just lost her'."

"Young bucks assuming that I wanted to have sex with them when out in the field on a week long deployment."

"A married co-worker had pictures of me in folders on his desk. He sent me flowers. Then he blamed me."

How did you cope with gender discrimination and sexual harassment?

"Major mental breakdown."

"Support from friends."

"I drink a lot!"

"Meditation and yoga."

"Sucked it up. I was actually punished for speaking out."

"Became more assertive."

"Found another job."

"I was angry."

"Avoidance of situations where I could be at risk."

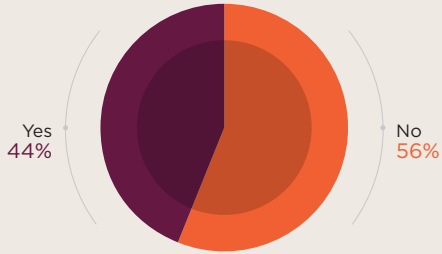
"Let it go."

Gender discrimination is defined as discrimination based on a person's gender or sex.

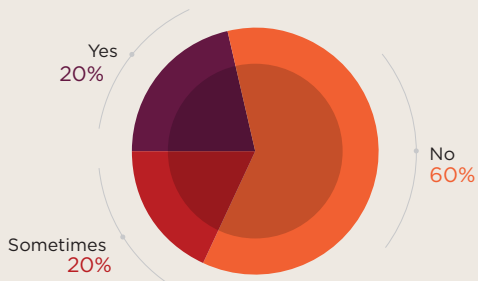
Sexual harassment is defined as a form of gender-based violence and as discriminatory treatment. It includes unwelcome sexually determined behavior, such as: physical contact and advances, sexually colored remarks, showing pornography and sexual demands (whether by words or actions). Conduct is considered sexual harassment if it is: (1) unwanted, improper or offensive; (2) if the victim's refusal or acceptance of the behavior influences decisions concerning her or his employment; or, (3) the conduct creates an intimidating, hostile or humiliating working environment for the recipient.

GENDER DISCRIMINATION

Have you ever personally experienced gender discrimination in your workplace?



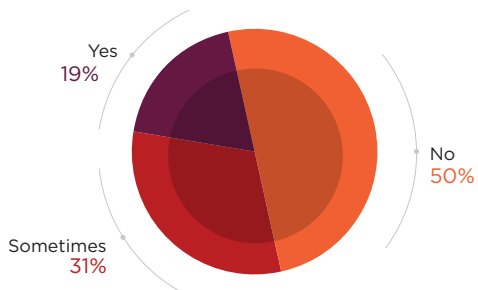
Was the event(s) reported?



If you reported the event(s) were you supported by:

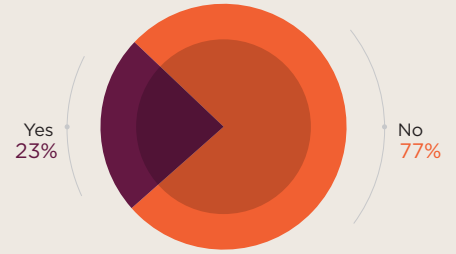


Have the issues been resolved to your satisfaction?

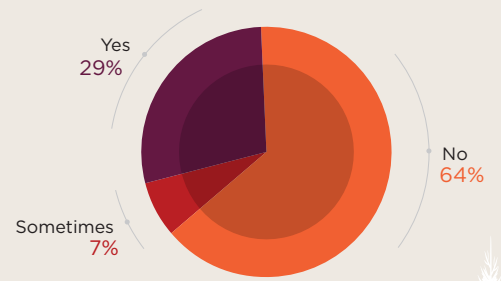


SEXUAL HARASSMENT

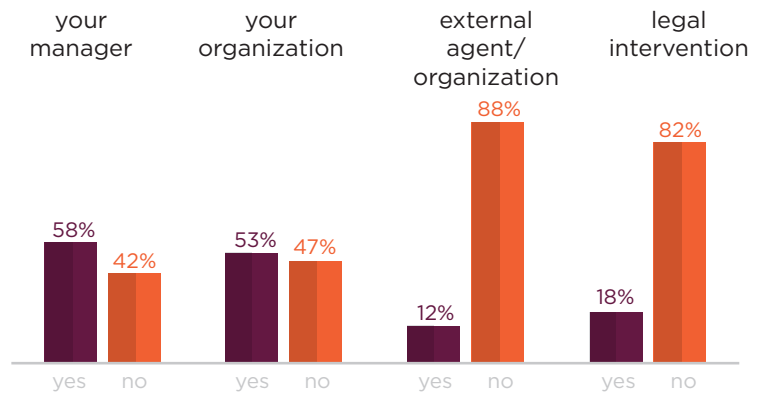
Have you ever personally experienced sexual harassment in your workplace?



Was the event(s) reported?



If you reported the event(s) were you supported by:



Have the issues been resolved to your satisfaction?

