

Harassment & Inappropriate Behavior

Abridged for Public Disclosure

*“If someone is making you feel uncomfortable in the galleries, you do not need to engage with them. **It is not your job to endure harassment from guests.** You can always call for a Code [not for public disclosure] (short break) or Code [not for public disclosure] (need someone urgently). If you suspect a fellow Attendant is being harassed, please notify a Lead right away.”*

What is Harassment?

- Making lewd, inappropriate comments or jokes
- Unwarranted and inappropriate physical contact
 - This can range from obvious things—like touching an inappropriate area of the body—but also nonconsensual hugging or holding someone’s hand.
- Hostile, aggressive language and behavior
 - Including but not limited to: insults, cussing, flipping off, yelling, pushing, etc.
- Racist, sexist, homophobic, transphobic, ableist remarks of any kind
- Drawing someone without their consent
- Photographing without consent
- Asking to photograph a stranger
- Unwelcome “compliments”
- Engaging in conversation for an uncomfortable amount of time
- Asking for contact information (number, email, etc.)
- Asking someone out and not respecting “no”

How to Respond to Harassment

- There are several strategies to reacting to harassment. The response you choose can vary based on the type of harassment and what you, personally, feel comfortable with. You can also use a combination of different strategies.
- **NO MATTER HOW YOU RESPOND, YOU MUST ALWAYS CONTACT A LEAD OR MANAGER ASAP.**
- You have the right to ignore weird/rude comments.
- “Excuse me, that statement is inappropriate. Please refrain from making further comments of that nature. If you do, we will have to ask you to leave the museum.”
- Walk away immediately.
- Call for a Code [not for public disclosure] on the radio.

Being Alert and Helping Others.

- Watch out for your fellow Museum Attendants. If you suspect someone is being harassed you can:
- Contact a Lead (*again, you should do this no matter what!*)
- Be aware. If someone is trying to escape an uncomfortable situation and asks to switch with you, do it.
- Be supportive.