

CTE Internship ★ Workplace Skills

Child Labor Laws and Sexual Harassment

Materials developed by Jennifer Christensen
Pathways Coordinator - Sevier School District

★ Child Labor Laws

Child Labor Laws apply to anyone under the age of 17.

There are different regulations for different age groups.

No matter the age, no child can work in one of the 17 hazardous occupations.

★ 17 Hazardous Occupations

Absolutely no exceptions for 16-17 year olds

- Manufacturing and storing explosives
- Motor-vehicle driver and outside helper on a motor vehicle
- Coal mining
- Forest fire fighting and prevention, timber tract management, forestry services, logging and sawmill occupations
- Exposure to radioactive substances

★ 17 Hazardous Occupations

- Power-driven hoisting apparatus
- Mining, other than coal mining
- Meat and poultry slaughtering, packing or processing (including the use of power-driven meat slicing machines)
- Power-driven bakery machines
- Manufacturing brick or tile
- Wrecking, demolition, and shipbreaking operations

★ Restrictions on employment of minors

16-17 years permitted only if student learners or enrolled apprentices

- Power-driven woodworking machines
- Power-driven metal forming, punching or shearing machines
- Balers, compactors, and paper products machines

★ Restrictions on employment of minors

- Power-driven circular, band saws, guillotine shears, chain saws, reciprocating saws, wood chippers, and abrasive cutting discs
- Roofing operations and all work on or about a roof
- Excavation operations

★ Hour Restrictions under 16 year olds

- not permitted to work during school hours except as authorized by proper school authorities
- before or after school in excess of 4 hours a day
- before 5:00 a.m. or after 9:30 p.m. unless the next day is not a school day
- in excess of 8 hours in any 24-hour period
- more than 40 hours in any week

★ Hour Restrictions

- 16-17 year olds have no hour restrictions as long as it is a non hazardous job
- 18 year olds have no limitations on hours

★ Worker's Compensation

What if you get hurt at work?

- As an unpaid intern, you are covered by the school district's worker's compensation
- You are considered a volunteer for the school district
- As a paid intern, you are covered by your employer's worker's compensation

★ Discrimination

Title VII of the Civil Rights Act prohibits discrimination on the basis of:

- Race or color
- Gender
- Age-if over 40
- Pregnancy or childbirth
- Religion
- National Origin
- Handicap

✦ Sexual Harassment in the Workplace

SEXUAL HARASSMENT IS ILLEGAL!

★ What is sexual harassment?

Behavior that is unwanted or unwelcome

Behavior that is sexual or relates to the gender of the harassed person

Behavior that occurs in the context of a relationship where one person has formal or informal power over the other person

★ Types of sexual harassment

Quid Pro Quo

- This for that
- Retaliates for refusal

Doesn't matter if
it is
Explicit or
Implicit

Hostile Environment

- Frequently in subtle forms
- Behavior that has the purpose or effect of unreasonably interfering with performance
- Intimidating, hostile, abusive environment

★ How can you recognize sexual harassment?

It can be...

- Verbal
- Non-verbal
- Physical

If the behavior is unwelcomed

- Victim may openly object
- Victim may be afraid to indicate behavior is unwanted

REMEMBER: What one person sees as flattering, funny, or friendly, Another person sees as intimidating, hostile, offensive, demeaning, or inappropriate

★ How do you recognize it?

Sexual harassment is more to do with power and less to do with sex!

The test is whether the conduct would be offensive to a "reasonable person"

NOT
what the offender "intended" by the conduct

★ Examples of Sexual Harassment

- Threats or bribes for unwanted sexual activity
- Sexist or stereotype comments about gender
- Displaying pictures, calendars, cartoons of a sexual nature

★ What can I do if I am sexually harassed?

- If you feel uncomfortable, tell the person harassing you to STOP
- Tell your parents and WBL coordinator immediately!
- Tell your supervisor
- Document the occurrences

★ Tips for Youth at work

- Be prepared! Know your rights and responsibilities as an employee
- Report any unfair or harassing treatment
- Be sensitive to others and act professionally
- Treat your co-workers the way you want to be treated
- Don't assume your behavior is ok just because no one has objected

★ Tips for Youth at work

- If someone indicates that your behavior is unwanted or objectionable, stop doing it and don't do it again
- Never assume that friendliness equals interest
- Keep records. Document how you were treated
- Remember, you cannot legally be punished or fired for reporting job discrimination!

★ Bottom Line!

The way you treat other employees at work may involve their legal rights. That's why you should always act professionally at work.

You have additional responsibilities if you supervise other employees. As a manager, your actions don't just reflect on you, they also impact your company.

This means that your company is responsible if you act inappropriately.

★ Case Scenario 1

While at work, Nina frequently makes personal phone calls to her friends. Her conversations are loud and generously sprinkled with foul and obscene language. Her co-workers nearby cannot help but overhear her conversations.

Can Nina's behavior be interpreted as sexually harassing?

★ Answer 1

Harassment in the workplace does not have to be directed at a particular individual. Nina's co-workers may view her behavior as offensive and unwelcome. They may believe that the behavior creates for them a hostile work environment, even though she is not speaking directly to them.

★ Case Scenario 2

Micah persists in asking his co-worker Maria out to dinner, even though she turns him down each and every time he requests a date. She has told him several times to stop asking.

Micah's behavior does not constitute sexual harassment, because sexual harassment may only occur between a male boss and female subordinate.

True or False?

★ Answer 2

False. Although harassment frequently involves power relationships, sexual harassment may occur between any co-workers.

If Maria finds Micah's requests unwelcome and if he persists in asking her out in spite of her clear statement that she does not want to date him, his behavior may constitute prohibited sexual harassment.

★ Case Scenario 3

Victor: Well I think that the group meeting went pretty well?

Lana: Good, so did I.

Victor: You know, you really ought to wear that outfit to every group meeting. It was a big hit.

Lana: Victor stop it!

Victor:What do you mean?

Lana: I don't want you making comments like that about my appearance or my personal life. That's off limits.

Victor: Well lighten up. How was I supposed to know? You never said anything about this before.

Lana: I tried to, but you didn't take the hint. So now I'm telling you; I want it to stop. It makes me feel uncomfortable.

Victor: Can't you take a compliment?

Lana: I want you to stop talking to me this way. Your comments have made me feel uncomfortable. Don't do it again.

Victor: Fine. If that's the way you want it.

★ Case Scenario 3

- Are Victor's comments to his co-worker out of line?
- Are they out of line for the work environment?
- Are they out of line for this co-worker?