***Memorandum:***

From: Director, Citizenship Development

To: All Instructors

Subj: MEDIA HARASSMENT TALKING POINTS

1. Start the discussion by pointing out that the root cause of this sort of behavior is that of a lack of respect. Respect for self to act appropriately with self-discipline, and respect for others to extend that same level of self-control towards them.

2. The discussion should specifically note that sexual harassment is not a joke, it is illegal, that possessing and spreading pornographic materials, which includes nude photographs, sexting, and any other sexually suggestive communications is also illegal and that the consequences could include not only incarceration, but public humiliation and a lifetime of registration as a sexual predator.

3. Also include in the discussion that the legal definition of sexual harassment includes the phrase: "creating an intimidating, hostile, or offensive working environment". The key being that one doesn't have to say something or do something of a sexual nature TO someone in particular, but it is illegal to do things of a sexual nature in the workplace which create an atmosphere of mistrust or fear. That includes crude language, posting of suggestive photographs and other similar types of things not directed at one particular person but said or done within the cognizance of others.

4. There have been many studies recently showing that the teen-aged brain isn’t fully developed and the part that is the least developed is that which considers the consequences of actions. This is a classic case where that becomes problematic. The thrill of suggestive photos and language doesn’t trip the threshold of rational thought to consider the consequences to themselves or to the people whose photo it is.