



Terms You Should Know

Sexual Violence

Any sexual act that is perpetrated against someone's will, including rape, attempted rape, abusive sexual contact (such as unwanted touching), and non-contact sexual abuse (such as threatened sexual violence, exhibitionism, and verbal harassment).

Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal & physical harassment of sexual nature, as well as rape & attempted rape.

Sexual Assault

Any unwanted touching that can include rubbing or groping.

Rape

Any act of sexual intercourse that is forced upon a person, whether of the vagina or anal cavity, with a body part or an inanimate object. If an individual is forced to perform oral sex, it is also considered rape.



Other Resources Available to You

YWCA Of Kalamazoo

269-345-5595

Crisis: 269-385-3587

Center for Women in Transition

616-392-1970

First Step, Inc.

734-416-1111

Domestic Assault Shelter Coalition

1-800-828-2023



Farmworker Legal Services

350 E. Michigan, Suite 310
Kalamazoo, Michigan 49007

Call Us Toll Free!

1-800-968-4046



Know your Rights!





It's time... to talk about Sexual Violence.

Why Protection is Needed

Sexual harassment among farmworker women is a pervasive problem. 90% of farmworker women reported that sexual harassment is a major problem. A report by the federal government states that thousands of women had to have sex with supervisors to keep their jobs. Other women have endured constant grabbing, touching, and sexual propositions by their supervisors and co-workers.

- ✓ Sexual harassment, sexual assault, sexual discrimination and rape are **AGAINST THE LAW!**
- ✓ Your immigration status **DOES NOT** matter!
- ✓ Retaliation is **NOT** permitted by law!
- ✓ The police **CANNOT** force you to answer questions about your immigration status.

Useful Advice When Working

- ✓ Avoid being by yourself in the fields. Stay close to other workers, especially when going to the bathroom or walking in isolated areas.
- ✓ Share your phone number with other women at your job to create a system of communication in case of emergencies.

If you answer "yes" to any of these questions, sexual harassment may be present at your job:

1. I have seen co-workers whistling at women.
2. I feel uncomfortable when I am alone with one of my co-workers.
3. My co-workers make sexual comments to women.
4. I have received unwanted sexual contact at work.

We are Ready to Help!

Immigration (VAWA, U visa)
Help victims of domestic violence or sexual assault with these immigration programs that may give you the opportunity to reside and work in the U.S. legally.

Claim for Sexual Discrimination

Help you file a complaint of sexual discrimination with the U.S. Equal Employment Opportunity Commission.

Help you to find assistance in filing a Personal Protection Order

A personal protection order is a court order that prohibits an unwanted individual to come near you. It also prohibits them from contacting you.

Refer you to agencies that provide services for criminal claims, crisis centers, and counseling for victims of sexual assault or rape.