



December 2017

News from the Office on the Status of Women

December 10 is International Human Rights Day

The [Iowa Department of Human Rights](#) works to protect and promote human rights inherent in all persons regardless of race, ethnicity, religion, sex/gender, or any other status.

On December 10, 1948, the United Nations General Assembly adopted the Universal Declaration of Human Rights. This date marks the first time in which countries from across the world agreed upon the meaning of "human rights". According to this document, human rights include the following:

- Dignity, liberty, equality, and brotherhood
- A right to life, including the prohibition of slavery
- Freedom of religion, speech, opinion, and thought
- A right to food, shelter, clothing, and healthcare

First Lady Eleanor Roosevelt was instrumental in the creation and adoption of this declaration. In 1948, she chaired the United Nations Human Rights Commission. When urging the United Nations to adopt the declaration, she stated "We stand today at the threshold of a great event both in the life of the United Nations and in the life of mankind. This declaration may well become the international Magna Carta for all men everywhere."

Around the world, activities and events are being held to celebrate Human Rights Day. One way to celebrate is to learn about the Universal Declaration of Human Rights. To read the declaration, click [here](#).



Pictured above: Eleanor Roosevelt, holding the Universal Declaration of Human Rights.

Women's Rights are Human Rights: Where to Go for Help if you are Sexually Harassed at Work

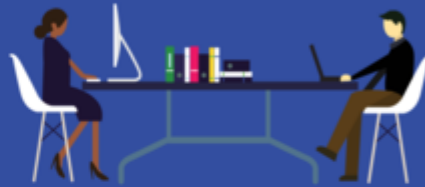
Sexual Harassment in the Workplace

What can it look like?

- Unwelcome sexual advances
- Requests for sexual favors
- Verbal/physical intimidation or coercion of a sexual nature
- Touching that doesn't feel appropriate
- Offensive remarks about sex/gender
- Unwanted behavior or displays of materials of a sexual nature

Harasser can be:

- Supervisor
- Co-worker
- Client
- Customer
- Of the same sex/gender as the person being harassed



Where can I go for help?

Your Employer

If appropriate, contact your employer's human resources department/personnel.

Local

If you have one, contact your local human or civil rights agency.

For a full list of local agencies, visit:
<https://icrc.iowa.gov/about-us/local-human-civil-rights-agencies>

State

Contact the Iowa Civil Rights Commission.

515-281-4121
1-800-457-4416
<https://icrc.iowa.gov/>

Grimes State Office Building
400 E 14th St
Des Moines, IA 50319

Federal

Contact the U.S. Equal Employment Opportunity Commission (EEOC).

1-800-669-4000
<https://www.eeoc.gov/>

500 West Madison St
Suite 2000
Chicago, IL 60661



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For Employers: Preventing and Addressing Workplace Harassment

For women, the experience of workplace harassment is not uncommon. In fact, approximately 1 in 4 women have experienced harassment in the workplace.

According to a study performed by the U.S. Equal Employment Opportunity Commission, there are measures that employers can take in order to prevent and adequately address workplace harassment. These measures include:

- Committed and engaged leadership;
- Consistent and demonstrated accountability;
- Strong and comprehensive harassment policies;
- Trusted and accessible complaint procedures; and
- Regular, interactive training tailored to the audience and the organization.

To learn more about how to be an effective leader in preventing workplace harassment, click [here](#).

Grants Available, provided by the Office on Violence Against Women (OVW)

The [Office on Violence Against Women \(OVW\)](#) within the U.S. Department of Justice is looking to financially support organizations that work to eliminate gender-based violence. For further details about the grants, check out the information below.

Grants for Underserved Populations

The OVW has grants available for activities or organizations that serve victims of domestic violence, stalking, sexual assault, and dating violence. Organizations that support underserved populations of victims will be given priority for these grants.

The registration deadline to obtain this grant is December 29, 2017 and applications are due on January 26, 2018. To learn more about the grant, click [here](#).

Grants for Training & Services to End Violence Against Women with Disabilities

The OVW is also looking to provide grants for training and services that work to end violence against women with disabilities. The OVW supports services that are accessible, safe and effective for women who have disabilities.

The registration deadline to obtain this grant is January 5, 2018 and applications are due on January 26, 2018. To learn more about the grant, click [here](#).

Grants to Provide Legal Assistance for Victims

Funds are available for civil and criminal legal assistance for victims of sexual assault, domestic violence, dating violence, and stalking.

Grants can be used to provide victims with access to appropriately trained legal representation for the broad spectrum of legal issues survivors encounter, such as child custody issues, campus administrative or protection/stay away orders, immigration, administrative agency proceedings, and assistance related to human trafficking.

Who is eligible to apply? Private nonprofit entities, publicly funded organizations, tribal and territorial organizations, and tribal governments.

The registration deadline is January 5, 2018 and applications are due on February 1, 2018. To learn more, click [here](#).

In the News: Women and girls in Iowa, the nation & the world

Women's Health

- NY Times: [Women more likely than men to die in first year after heart attack](#)
- NPR: [Black mothers keep dying after giving birth. Shalon Irving's story explains why.](#)

Gender-based Violence

- Reuters: [In the wake of Weinstein, some women say Bollywood failing to address harassment](#)
- CNN: [Sexual harassment tipping point: why now?](#)
- The Washington Post: [Women on Capitol Hill want real change this time. Will it happen?](#)
- TIME: [Person of the Year: the Silence Breakers](#)
- The Washington Post: [The marginalized voices of the #MeToo movement](#)
- NPR: [Former USA gymnastics doctor sentenced to 60 years in child pornography case](#)

Breaking Barriers and Leadership

- Time: [What happens when women reach a critical mass of influence](#)
- CNN: [Election night brings historic wins for minority and LGBT candidates](#)
- Des Moines Register: [Iowa Women's Archives make me wonder: where have these rebels been all my life?](#)
- Des Moines Register: [After 665 days in space, Peggy Whitson returns home to share her awesome insights with curious kids](#)
- NY Times: [Women cracked wartime codes. They can fix tech today, too.](#)

Business, the Workplace and our Communities

- The Gazette: [Gender pay gap larger among Iowa university administrators, data shows](#)
- Washington Post: [Woman says she was harassed at defense agency over child-care issues](#)
- Huffington Post: [Here's what people are talking about in America right now](#)

International News

- Reuters: [Mexico's indigenous migrant workers risk enslavement on farms: rights commission](#)
- Washington Post: [The stories and lives of women, told in women's voices](#)
- CNN: [#MeToo movement plays out live on air in Israel](#)

Upcoming Events/Seminars

- December 10: [International Human Rights Day](#)
- December 13: [Iowa Women's Foundation's](#) Des Moines Advisory Team meeting, 11:30 to 1:00 at [Sam and Louie's](#), 8561 Hickman Road in Urbandale.

RSVP to Dawn Oliver Wiand at dawn@iwf.org

- January 18-20: 50-50 in 2020 is hosting the [Blueprint for Winning Academy](#) in Johnston, Iowa
- February 8: [Capitol Girls in Des Moines](#)
- February 15: [Iowa Women Lead Change conference in Siouxland](#)
- March 1: Women's History Month begins
- March 29: [Iowa Women Lead Change conference in Quad Cities](#)
- April 26: [Iowa Women Lead Change conference in Corridor](#)

Note: If you have an event taking place for women in Iowa that you would like to see added, please send it to women@iowa.gov.



Find us on [Facebook](#) and [Twitter](#)!

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