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Good Morning Charlotte, I want to talk a little about a
HOSTILE Work Environments

Harassment

Harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, (ADEA), and the Americans with Disabilities Act of 1990, (ADA).

Harassment is unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.

Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

Does this exist, yes it does. Women must fight against being mistreated in the workplace, not having a voice, being looked over for promotions and qualified positions from being afraid to

have a family for fear of losing your job or being passed over for advancement. I know this all too well, I've lived it and I am living it.

This is a great time for women, since the sexual harassment allegations came out in late 2017 women are being taken more seriously. Women are coming together!

I ask that if you are working in a hostile work environment if there is a power hungry bully amongst you. SPEAK OUT.

Will things get better overnight? NO. Remember what doesn't kill you, will, make you stronger. Changes will happen. It may not be everything you wanted, but, you will make changes for another woman, a friend, a wife, a sister, a daughter.

I have fought, and I will fight because I have friends, sisters, and daughters

I don't understand why a human being must be treated so badly because they want to work, because they are strong, because they are smart?

Women stop mistreating women because you were able to get ahead, you're next. Remember the same ones you snub going up are waiting with KARMA when you come down. Some of our biggest fights and issues are with women. Can't we all just get along?

Women. Don't let this movement die. Stand Up. Speak UP. Keep it going. Learn the laws as they pertain to workplace harassment. YOU Know, this is not the first-time women have fought and marched to make women's lives better.

Rosa Parks said, “Today’s Mighty Oak is Yesterday’s nut that held its ground.”

Don’t let this die. Let’s Do This. ITS GOOD TO BE A
WOMAN