

**IN PARTNERSHIP WITH** ACLU Women's Rights Project, Adelante — The Latino Resource Center, Alachua County Victim Services & Rape Crisis Center, Alianza de Mujeres Activas (AMA), Arte Sana, California Rural Legal Assistance, California Rural Legal Assistance Foundation, CELASA — University of San Francisco, Center for Nonviolence, Centro de Apoyo al Trabajador, Centro de Derechos Migrante, César Chávez Foundation, Chicago Foundation for Women, Community Violence Solutions, Curves for Women, Department of Women's Studies — Washington State University Pullman, Dolores Huerta Foundation, El Pueblo/ The Village, End Violence Against Women (EVAW) International, Farmworker & Workers Legal Rights Projects — Legal Services of New Jersey, Farmworker Association of Florida, Farmworker Justice, Farmworker Legal Services of New York, Inc., Friends of Farmworkers, Gamma Phi Omega International, Inc., Georgia Legal Services Program, Georgia Network to End Sexual Assault, Girl360.net, Global Workers Justice Alliance, HOLA of Wilkes County, Justicia for Migrant Workers, Knights Landing Family Resource Center, La Familia Counseling Center, La Raza Galeria Posada, Lideres Campesinas, Loyola University Chicago's Gannon Scholars Program, MAFO, Maryland Legal Aid Bureau, MEChA de University of Chicago, Multicultural Efforts to End Sexual Assault (MESA) — Purdue University, Mid-Valley Women's Crisis Center, Montgomery College Women's Studies Program, Mujer, Inc., Mujeres Latinas en Acción, Catholic Social Services' Multicultural Resource Center, National Employment Lawyer's Association (NELA), National Sexual Violence Resource Center, North Carolina Coalition Against Sexual Assault (NCCASA), North Carolina Justice Project, North Carolina Legal Aid, Northwest Justice Project, Ohr-O'Keefe Museum of Art, Oregon Attorney General's Sexual Assault Task Force, Oregon Coalition Against Domestic & Sexual Violence, Palm Beach County Victim Services, Path Stone, Purdue University Latino Cultural Center, The Haven, Redlands Christian Migrant Association (RCMA), Royal Chicano Air Force (RCAF), Rural Women Making Change — University of Guelph, Rural Women's Health Project, Sabiduria Colectiva, South Carolina Legal Services, Southeast Georgia Communities Project, Standing Against Rape (STAR), Student Action with Farmworkers (SAF), The Family Sunshine Center, The Glades Initiative, Hispanic American Leadership Organization (HALO) — University of Kansas, The Northwest Arkansas Workers' Justice Center, The Oregon Law Center, The Southern Arizona Center Against Sexual Assault, The Voices and Faces Project, The Washington Neighborhood Center, UFW Foundation, UMOs, University of San Francisco School of Law, University of Texas Domestic Violence Clinic, Victim Rights Law Center, Victim Service Center of Orange County, Inc., WNC Workers Center — Trabajadores Unidos, Women's Center of Jacksonville, Women's Center of Southeastern Connecticut Inc., and Yolo Family Resource Center

# the BANDANA PROJECT

**NO ONE SHOULD BE FORCED TO GIVE UP THEIR DIGNITY IN ORDER TO FEED THEIR FAMILY**



If you would like to become a Bandana Project partner, contact Esperanza at

**1-800-591-3656**

Esperanza is a legal advocacy project of the Southern Poverty Law Center dedicated to the representation of farmworker women and other low wage immigrant women who are victims of sexual violence in the workplace.

Speak out against sexual violence today and always.

**SPLC**  **Southern Poverty Law Center**  
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THE IMMIGRANT WOMEN'S LEGAL INITIATIVE

SPLC  Southern Poverty Law Center

**Esperanza**   
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## Raising Awareness

# the BANDANA PROJECT

The Bandana Project was launched by Esperanza: The Immigrant Women's Legal Initiative of the Southern Poverty Law Center in June of 2007 as a part of its national initiative to end workplace sexual violence against farmworker women. In solidarity, farmworker community members, advocates and other individuals decorate white bandanas with words of encouragement, motivating statements, inspirational pictures and art. These bandanas are then hung in a public place to raise awareness about this serious problem.

**GET INVOLVED**  
1-800-591-3656



### Why does the project exist?

Farmworker women use their clothes, including bandanas, as weapons in the fields to protect themselves from sexual violence in the workplace.<sup>1</sup> In fact, a California survey found that 90% of farmworker women state that sexual harassment is a major problem.<sup>2</sup>

### What does the bandana symbolize?

These bandanas symbolize the sexual exploitation of farmworker women. They are meant to honor those who have taken action to hold the perpetrators and their employers responsible for this violence. These bandanas are also a show of support to victims whose shame and fear prevents them from taking action. May these women be fortified and empowered so that they will no longer have to suffer in silence.

### What can I do to help?

Join us by raising awareness about this epidemic because *no one should be forced to give up their dignity in order to feed their family*. Help us send the message that we will not tolerate sexual violence in the workplace or any place. You can help further this movement by planning a bandana display and / or an educational community event about this issue in your area.

# the BANDANA PROJECT

Raising awareness about workplace sexual violence against farmworker women.

## Planning An Event

### Host a community decorating party

You can decorate the bandanas with a group of community members or co-workers and discuss the issue of sexual violence in the workplace. You can also make a plan for future outreach on this issue. Contact Esperanza for a copy of the Bandana Project poster to hang along with your project display. Supplies are limited.

### Plan a community event

Collaborate with area anti-violence organizations, anti-sexual assault coalitions, legal services offices, private attorneys, the U.S. Equal Employment Opportunity Commission or other state anti-discrimination agencies to plan an educational forum



so that community members know what their rights are in the face of workplace sexual harassment and sexual assault. This would also provide for an important opportunity to talk about sexual violence prevention and to inform community members of the resources available to help them if they are victims of sexual violence.

### Host a networking reception

Invite farmworker community members, grass roots organizations, religious groups, union representatives, legal services advocates, state and local anti-violence organizations, federal and state government agencies and health care providers to a meeting or reception so that they can connect.

### Hold a health or community information fair

Set up informational tables including one dedicated to the Bandana Project, after a local church service, parent meeting, or at a popular community location.

### Host a house meeting

Organize a group of friends and community members to meet in a small group at someone's home to discuss the problem of sexual violence and the resources available to help victims. Some community members may feel safer and more comfortable participating in a house meeting rather than a large community event.

### Capturing your support

Take a picture with your bandana so that we can add your photo to our collection of supporters. Upload these photos at [www.flickr.com](http://www.flickr.com) Use "bandanaproject" as your tag line to help us locate your pictures.

### Returning the bandanas

Please return your bandana **Attn: Esperanza: The Immigrant Women's Legal Initiative of the Southern Poverty Law Center.** It will become part of our permanent collection.

## How-To

### Making and displaying bandanas

Plain white cotton 21 1/2"-square bandanas are used for this project. You can also buy white material and cut bandanas to the same size. We ask that you use the same size white cotton material as the official bandanas used by Esperanza in order to keep them uniform with the other bandanas being created throughout the country. They can also be purchased on the Internet. Contact Esperanza to find out if we can send you some white bandanas to start your display. We have a limited number of supplies but we are happy to help our partners start their display. You can use permanent markers to decorate the bandanas or any other art supplies that your group would like to use. Some bandanas have been designed with pen, pencil, paint, chalk, and thread.

### Where to hang the bandanas

Bandanas have been hung in meeting rooms, office lobbies, schools, and museums. Displays can also be set up in health clinics, public libraries, or any other public display area.

### How are they hung?

Given that farmworker women wear bandanas that are folded into a triangle, the bandanas have been decorated and hung this way. Fasten them with clips or clothespin to a wire or string line, or tack them to a wall. There is no one way to display the bandanas.



## The Media

### Reach out to the press

Educate them about this problem so that they will write stories to raise public awareness. Inform them about the community events and bandana displays that you are hosting. By speaking out publicly against this violence, we can send a message to the perpetrators that sexual violence will not be tolerated in the workplace.

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*If you would like to become a Bandana Project partner, contact Esperanza.*

<sup>1</sup> Xóchil Castañeda and Patricia Zavella, Changing Constructions of Sexuality and Risk: Migrant Mexican Women Farmworkers in California, *The Journal of Latin American Anthropology* 8(2):126-151, 135 (2003).

<sup>2</sup> Maria M. Dominguez, Sex Discrimination & Sexual Harassment in Agricultural Labor, 6 *GENDER & L.* 231, 255 (1997)(cited by Maria Ontiveros. *Lessons from the Fields: Female Farmworkers and the Law*, 55 *ME. L. Rev.* 157, 169 (2003)).

PHOTOS BY DAVID BACON