ONCE & FOR ALL
STOPPING Sexual Harassment at Work

90% Of Americans believe a zero-tolerance policy is necessary to help end sexual harassment.

72% Of women who have been sexually harassed, were harassed by someone more senior in their careers.

57% Of men who have been sexually harassed, were harassed by other men.

What is sexual harassment?
Sexual harassment is illegal sexual or sex-based conduct in the workplace. It is a form of sexual discrimination under Title VII of the Civil Rights Act of 1964. It includes “unwelcome sexual advances, requests for sexual favors, and other verbal, physical, or visual conduct of a sexual nature or hostile conduct based on sex. The conduct does not need to be sexual in nature. It can be hostile conduct based on sex that is non-sexual in nature.

States and local municipalities have expanded protections that may also include offensive comments or conduct regarding, or based on, someone’s sexual orientation, gender identity, gender expression, transgender status, pregnancy, childbirth, and related medical conditions.

Types of Sexual Harassment

Hostile Work Environment
- A pattern of unwelcome sexual or gender-based conduct
- So pervasive or severe that employee has difficulty working
- A “reasonable person” would find the environment hostile, abusive or intimidating

Quid Pro Quo
- Someone in authority requests sex, sexual favors, or relationship
- Acceptance or rejection of request can impact job (may result in Tangible Employment Action)
- Can be direct or implied “this for that”

Other Forms of Hostile Work Environment

Third-Party
- Non-employees, like customers, vendors, delivery drivers, or contractors can create an intimidating, hostile, and offensive work environment for an employee.

When an Employee is NOT the Direct Target
- Hostile work environment sexual harassment can occur when someone is negatively impacted by sexual conduct that is not happening directly to them. For example, an employee experiences an offensive, hostile work environment based on sexual conduct directed toward co-workers.

2019 complaints by:
- Women: 83.2%
- Men: 16.8%

Sexual harassment complaints filed with EEOC:
- 2017: 12,428
- 2018: 13,055
- 2019: 12,739
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STANDING Sexual Harassment at Work

Female Employees
4 in 10 say they have experienced unwanted sexual conduct
6 in 10 say they have experienced sexist, crude, or offensive language, visuals and conduct

LGBT employees experiencing sexual harassment
LGB 35%
Transgender 50%

Industries with the highest number of EEOC complaints:
1. Restaurants and hospitality
2. Retail
3. Manufacturing
4. Healthcare

Restaurant employees who report sexual harassment from:
Customers 78%
Co-workers 80%
Management 66%

Restaurant employees who report that being touched inappropriately was common at their workplace:
40% Transgender
30% Women
22% Men

White collar industries with highest number of sexual harassment incidents:
1. Media Industry
2. Technology and Telecommunications
3. Consulting and Management
4. Healthcare and Social Assistance

White collar industries with lowest number of sexual harassment incidents:
Legal services
Financial services

Corporate employees reporting sexual harassment:
Women: 34%
Men: 13%
#1 Reason victims don’t take action
They worry they’ll lose their job, their income/tips.

Employees who witnessed sexual harassment of a colleague:

<table>
<thead>
<tr>
<th>Spoke up in the moment</th>
<th>Reported the incident to HR</th>
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<tbody>
<tr>
<td><strong>Women:</strong> 31%</td>
<td><strong>Women:</strong> 23%</td>
</tr>
<tr>
<td><strong>Men:</strong> 27%</td>
<td><strong>Men:</strong> 30%</td>
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</tbody>
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How employees take action:
- Steer clear of inappropriate behaviors
- Filter what you say and do at work
- Speak up
- Be an upstander
- Practice zero tolerance

How managers take action:
- Lead by example
- Steer clear of inappropriate behaviors
- Filter what you say and do at work
- Empower your people to speak up
- Encourage your employees to be upstanders
- Know the signs
- Practice zero tolerance
- Stop inappropriate conduct before it becomes illegal harassment
- Don’t retaliate (also against the law)
- Build a culture of respect
- Raise awareness with mandatory employee training
- Take all reports seriously

Sources:

Infographic provided courtesy of Media Partners, providers of premier “people skills” and compliance training content.

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