

Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and/or verbal or physical conduct of a sexual nature

In the workplace: when this conduct explicitly affects an individual's work performance and/or creates an intimidating, hostile, or offensive work environment.



Sexual harassment affects everyone

15-19% of men

40-75% of women

35-58% of LGBTQ+ people have experienced sexual harassment

(Grant et al., 2011; HRC, 2009; Mallory & Sears, 2011; U.S. EEOC, 2016)

Victim and harasser can be any gender

90% of sexual harassment is not reported

(U.S. EEOC, 2016)

A victim does not have to be a different gender than the perpetrator

What's the difference between compliments and harassment?

Compliments come from a place of respect and are meant to make others feel good

"You did great on your presentation this morning!"

Harassment is unwelcome and makes people uncomfortable

"I love the way you look in that dress. I bet the board really appreciated it."

What if I'm not sure if it's a compliment or harassment?

If you aren't sure, it's best not to say or do anything!

How can we end sexual harassment?

Victims often respond passively to harassment (avoiding/ignoring the harassers or downplaying the behavior)

Victims want the behavior to end, but are often fearful of the consequences of reporting

Be a positive bystander

"That's not funny."

"Stop it, that's harassment."

"Leave them alone."

"That's offensive/inappropriate."

Prevent sexual harassment

Individual

Err on the side of caution

Pay attention to non-verbal cues

Consent is critical

Institutional

Organizational policies

In-person training

Organizational culture