Sexual Harassment

IN THE WORKPLACE

*Awareness — **and Incidents** — Continue to Rise*

Sexual harassment in the workplace came to the forefront in 2017 with the **#MeToo Movement**, and the reverberations are still being felt today.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. It can include offensive remarks about a person's gender. The harasser can be the target's supervisor, coworker or customer.

Up to

85%

of women will be sexually harassed **one or more times** throughout their career

Unwanted physical touching is only formally reported **8%** of the time

Only **30%** of women who experience sexual coercive behavior report it

Source: U.S. Equal Employment Opportunity Commission (EEOC)

About 5 million people

are sexually harassed at work every year, yet **99.8%** never file a formal complaint.

68% of sexual harassment charges included an allegation of **employer retaliation**

64% of those who filed charges were **fired as a result of their complaint**

12% of charges result in an **agreement to change practices within a workplace**

Source: The University of Massachusetts Amherst's Center for Employment Equity

As awareness has grown, more people are acknowledging they've experienced sexual harassment across all industries.

EDUCATION

58% of female faculty and staff in academia of all disciplines experienced sexual harassment

Only **25%** of women filed formal complaints

*Those that didn't report an incident **feared retaliation and damage to their careers**, as well as **no guarantee of confidentiality** and a **lack of control** over the process.*

Source: National Academies of Science, Engineering and Medicine

HEALTHCARE

58% of female surgeons experienced sexual harassment in the last year

25% of male surgeons reported experiencing sexual harassment within the last year

For men and women who endured some type of sexual harassment:

- **53%** of these incidents involved ***verbal or physical conduct*** (e.g., body language)
- ***Unwanted sexual advances or physical contact*** occurred in **23%** of these cases
- ***Comments about sexual orientation*** happened in **10%** of these incidents

Of those who experienced harassment and didn't report it:

- **43%** had a ***"fear of a negative impact on my career"***
- **32%** had a ***"fear of retribution"***
- **31%** had a ***"fear of being dismissed and/or inaction towards perpetrator"***

Source: Forbes

PROFESSIONAL SERVICES

42% of female economists and 13% of male economists were subject to suggestive remarks or sexual harassment

250+ female economists said a colleague sexually assaulted them or attempted to do so in the past decade

Source: American Economic Association

Sexual harassment complaints have significantly increased since the #MeToo movement started.

- **66 harassment lawsuits** were filed in 2018, including 41 allegations of sexual harassment, **a 50% increase from 2017**
- The EOCC received **7,609 sexual harassment** complaints during 2018, **up from 13.6% on the previous year**
- Almost **$70 million was recovered for victims of sexual harassment** in 2018, **up from $47.5 million in 2017**

Source: EEOC

Providing your employees safety and security is paramount to building a positive relationship with them, as well as helping to improve your bottom line. Find out what tools you can offer your employees to encourage them to come forward when they've experienced sexual harassment or any other incident where they felt unsafe.

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