JUST CAUSE IN THE WAKE OF THE #METOO MOVEMENT

FALL EDUCATION CONFERENCE
SAVANNAH, GEORGIA
SATURDAY, SEPTEMBER 21, 2019
Most Common Type of Sexual Harassment

3rd place -- Sexual Coercion and Touching
• About 5%

2nd place – Unwanted Sexual Attention
• 10 -- 15%?

1st place – Gender Harassment
• 80%?
WHAT IS GENDER HARASSMENT?

“VERBAL AND NON-VERBAL BEHAVIORS THAT CONVEY INSULTING, HOSTILE, DEGRADING ATTITUDES”

SEXIST HOSTILITY
CRUDE HARASSMENT

A “PUT DOWN” NOT A “COME ON”
TYPES OF SEXUAL HARASSMENT
POWER ANALYSIS IN SEX HARASSMENT CASES

PERPETRATORS = NOT MAINLY SUPERVISORS

BECAUSE WE THINK IT’S ABOUT SEX WE MISS THAT ITS ABOUT POWER --

SOURCES OF POWER IMBALANCE WHEN CO-WORKERS ARE HARASSERS:

• MALE DOMINATED ENVIRONMENT
• WOMEN IN NON-TRADITIONAL JOBS
• MEN WHO DON’T FIT THE NORM
• SENIORITY
PERCENTAGE OF WOMEN SEXUALLY HARASSED AT WORK

60%

UNDER-REPORTING PROBLEM – LABELLING

IF IT HAPPENS ONCE, IT HAPPENS MORE THAN ONCE

NUMBERS HAVE NOT CHANGED MUCH OVER TIME
WHEN WOMEN EXPERIENCE SEX HARASSMENT, HOW DO THEY RESPOND?

- **TALK TO FRIEND** OR FAMILY MEMBER – about 70%
- **GRIT THEIR TEETH** AND CARRY ON – 54-73%
- **CHANGE SHIFTS, ENTRY, PARKING AND/OR WORK LOCATIONS TO AVOID HARASSER** – 33-75%
- **REPORT THE HARASSMENT** TO EMPLOYER OR UNION -- less than 30%
- **FILE A FORMAL COMPLAINT** – 6-13%
HIGHEST EMPLOYER COSTS COME FROM GENDER HARASSMENT

JOB TURNOVER

SICK LEAVE

DECREASED PRODUCTIVITY

• BOTH INDIVIDUAL AND WORKGROUP
TOP 3 REASONS WOMEN DO NOT REPORT

FEAR NO ONE WILL BELIEVE THEM
FEAR NO ONE WILL ACT
FEAR BLAME, SOCIAL OR PROFESSIONAL RETALIATION

EFFECT OF ZERO TOLERANCE POLICIES
INCREASE IN CLAIMS AFTER #METOO

44% OF EEOC HARASSMENT CLAIMS ARE SEX HARASSMENT

EEOC -- 13.6% INCREASE IN SEX HARASSMENT CHARGES OVER ONE YEAR FROM FY 2017-2018
OVERALL, HARASSMENT CLAIMS DROPPED 9.3%

EEOC RECOVERED ALMOST $70 MILLION IN FY 2018, INCREASE FROM $47.5 MILLION PRIOR YEAR

EEOC INCREASED NUMBER OF SEXUAL HARASSMENT SUITS MORE THAN 50%
TOP WORKPLACE RISK FACTORS
FOR SEXUAL HARASSMENT

MALE DOMINATED WORKPLACE
FEW WOMEN IN LEADERSHIP
ORGANIZATIONAL CLIMATE
OTHER RISK FACTORS FOR S/H

HOMOGENEOUS WORKPLACES
LARGE POWER DISPARITIES – UNDOCUMENTED WORKERS
LOTS OF YOUNG PEOPLE
ALCOHOL
INDUSTRY-SPECIFIC: HOSPITALITY INDUSTRY
  MONOTONOUS JOBS
SOCIAL DISCOURSE OUTSIDE THE WORKPLACE
DECENTRALIZED WORKPLACES
SOURCES

• EEOC SELECT TASK FORCE ON THE STUDY OF HARASSMENT IN THE WORKPLACE – JUNE 2016 REPORT

• “SEXUAL HARASSMENT OF WOMEN: CLIMATE, CULTURE AND CONSEQUENCES IN ACADEMIC SCIENCES, ENGINEERING AND MEDICINE”
  THE NATIONAL ACADEMIES PRESS 2018