

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



FIGURE 2-2 The public consciousness of sexual harassment and specific sexually harassing behaviors.

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 WOMENT: CLIMATE, CULTURE AND CONSEQUENCES IN ACADEMIC SCIENCES, ENGINEERING AND MEDICINE”
THE NATIONAL ACADEMIES PRESS 2018