



Sexual Harassment and Gender-Based Violence in the Workplace:

Recognize – Respond – Refer

This project is supported by Grant No. 2014-TA-AX-K022 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed on this site or in any materials on this site, are those of the authors and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.



About FUTURES

For more than 30 years, FUTURES has been providing groundbreaking programs, policies, and campaigns that empower individuals and organizations working to end violence against women and children around the world.



About Workplaces Respond

Workplaces Respond to Domestic and Sexual Violence: A National Resource Center (Workplaces Respond) educates and builds collaborations among workplace and non-workplace stakeholders – employers, worker associations, unions, and anti-violence advocates – to prevent and respond to domestic violence, sexual harassment and violence, trafficking, stalking, and exploitation impacting the workplace.

The project is a public-private partnership led by Futures Without Violence, and funded by the U.S. Department of Justice's Office on Violence Against Women (OVW).

Learning Objectives

As a result of this training, participants will be better able to:

- Identify abusive workplace behaviors that facilitate gender-based violence and inequity, and limit the potential of employees and businesses to succeed;
- Recognize common examples of sexual harassment and violence that impact the restaurant industry in particular; and
- Apply bystander intervention best practices to support coworkers who may be experiencing harassment and violence, and assist them in a manner that prioritizes their safety, agency, and privacy.

Group Agreements

- Be present
- One speaker at a time
- Step forward, step back
- Honor confidentiality
- Feel free to take care of yourself
- Anything else?

Presenters will be available after the session to speak privately.

My workplace culture is...

- What is gender-based violence?
- What are examples of workplace behaviors that could be considered gender-based violence?

The United Nations **defines gender-based violence (GBV)** as:

- Any act that results in, or is likely to result in, **physical, sexual or psychological harm or suffering based on one's gender**;
 - Including **threats** of such acts, **coercion** or **arbitrary deprivations** of liberty, whether occurring in public or in private life.
 - GBV is largely male-patterned violence;
 - Can include the victimization of women, girls, men, boys, adolescents, and lesbian, gay, transgender, and gender non-conforming people.

Form of GBV	Key Markers	Workplace Impact Example
-------------	-------------	--------------------------

Domestic Violence	Pattern of abusive tactics	Diminished productivity
--------------------------	-----------------------------------	--------------------------------

Parallels with Intimate Partner Violence and Dating Violence

Sexual Violence	Any type of unwanted sexual contact or behavior (by force, coercion, or without consent)	Demands for sex in exchange for advancement
------------------------	---	--

Sexual Harassment is Sexual Violence

Form of GBV	Key Markers	Workplace Impact Example
-------------	-------------	--------------------------

Stalking	Repeated/unwanted attention that causes victim to fear	Excessive e-mails, phone calls, text received while at work
----------	--	---

- Psychological/Emotional
- Isolation
- Use of children
- Economic/Legal
 - Immigration



**1 in 4 women in the U.S.
experience domestic violence.**

1 in 3 women
ages 18 to 34 have been
sexually harassed at work.

81% surveyed
had experienced some form of
verbal harassment in the workplace.

More than 50% of women in food service report experiencing sexual harassment from customers, vendors, managers, or coworkers at least weekly.



Domestic violence costs



\$8.3bil

a year in health and lost productivity



7.9mil

a year
in paid workdays

In 2015, sexual harassment charges filed with the US Equal Employment Opportunity Commission (EEOC) cost organizations and harassers

\$46 million

excluding monetary damages awarded through litigation.

**80% of women who have
been harassed**

leave their job within two years.

Women are

9x more likely to quit

5x more likely to transfer

3x more likely to lose jobs

than men are because of harassment.

Average company cost of
ignoring sexual harassment
is up to

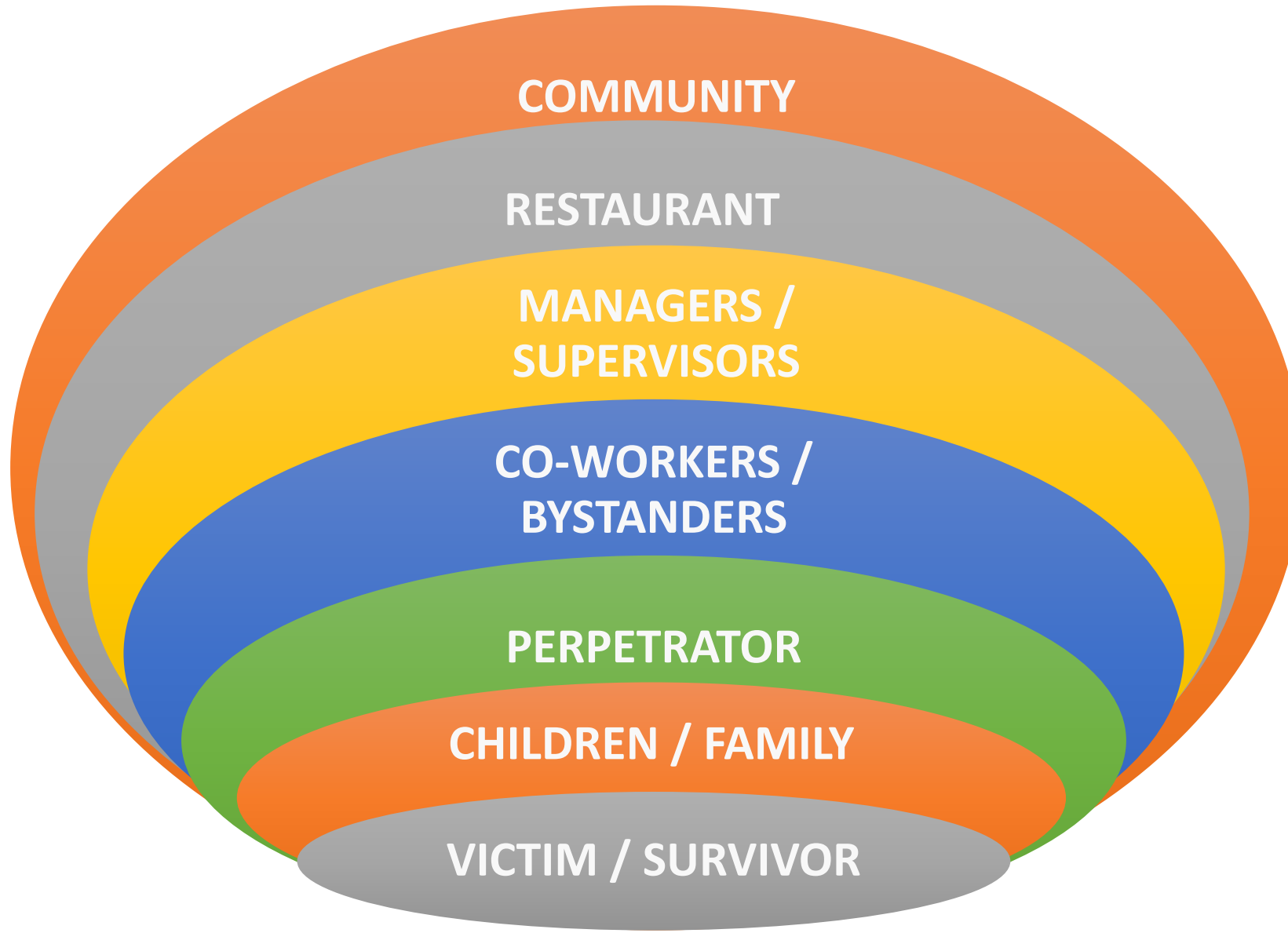
\$6.7 million a year

- Low productivity & morale;
- Employee turnover; and
- Absenteeism.

Card Exercise

Does this behavior
impact the
workplace?







- In these clips, what **similarities did you see** between the medical industry and the restaurant industry?
- What **differences did you see**?

Small Group Exercise

<p>Group One</p>	<ul style="list-style-type: none"> - What examples of sexual harassment and violence did you see in the clips? - How do those and other examples show up at your workplace?
<p>Group Two</p>	<ul style="list-style-type: none"> - What examples of treating people differently on the basis of their gender did you see in the clips? - How do those and other examples show up at your workplace?

Small Group Exercise

Group Three	<ul style="list-style-type: none">- What good workplaces responses to sexual harassment and violence did you see in the clips?- How would good responses look at your workplace?
Group Four	<ul style="list-style-type: none">- What poor workplaces responses to sexual harassment and violence did you see in the clips?- What are ways for your workplace to avoid similarly poor responses?

Small Group Exercise

Group One	<ul style="list-style-type: none">- What examples of sexual harassment and violence did you see in the clips?- How do those and other examples show up at your workplace?
Group Two	<ul style="list-style-type: none">- What examples of treating people differently on the basis of their gender did you see in the clips?- How do those and other examples show up at your workplace?
Group Three	<ul style="list-style-type: none">- What good workplaces responses to sexual harassment and violence did you see in the clips?- How would good responses look at your workplace?
Group Four	<ul style="list-style-type: none">- What poor workplaces responses to sexual harassment and violence did you see in the clips?- What are ways for your workplace to avoid similarly poor responses?

Small Group Exercise: Report Back

<p>Group One</p>	<ul style="list-style-type: none"> - What examples of sexual harassment and violence did you see in the clips? - How do those and other examples show up at your workplace?
<p>Group Two</p>	<ul style="list-style-type: none"> - What examples of treating people differently on the basis of their gender did you see in the clips? - How do those and other examples show up at your workplace?

Learning Points

- The stats are staggering. **Every workplace** has someone impacted by gender-based violence (GBV).
- Everyone's safety, as well as **productivity**, are diminished if GBV goes on unchecked.

Learning Points

- The **restaurant industry is particularly impacted** by GBV, especially sexual harassment. The best prevention-oriented solutions seek to **change workplace culture and promote equity**.
- We bring our whole selves to work. Although we must **respect privacy and confidentiality**, we all have a role in prevention and response.

Learning Points

- **Consent is key**, especially when alcohol is involved. When contemplating any sex-oriented discussions or activity, the absence of no does not mean yes.
- **Context is also key**. Whether certain behaviors would not impact you does not mean those behaviors would not harm someone else.

Small Group Exercise: Report Back

Group Three	<ul style="list-style-type: none">- What good workplaces responses to sexual harassment and violence did you see in the clips?- How would good responses look at your workplace?
Group Four	<ul style="list-style-type: none">- What poor workplaces responses to sexual harassment and violence did you see in the clips?- What are ways for your workplace to avoid similarly poor responses?

Role Play

Your Role: Manager of a high-end steakhouse in downtown DC.

Scene: It's the holiday season. Your staff has been pulling double-shifts to keep up with the holiday parties.

- **Chris, a regular customer** who brings you a lot of business, has a huge holiday party every year, and generously tips, comes in with some clients for lunch.
- Chris has a **favorite server, Maya**, and always asks to sit in her section, which he does for lunch today. You seat him in Maya's section, and thank him for coming in.

Role Play

- Maya has complained to you many times in the past that **Chris makes inappropriate comments** – ex. that she should unbutton one more button on her dress shirt because she looks like a prude.
- You have seen Maya leave his table on prior occasions, flustered and upset. **She has asked that she not serve Chris again last week**, but Maya has the only open banquette and Chris requested her. So, you seat Chris's party in Maya's section.

Role Play

- Today, Chris is celebrating a big contract deal with his clients and orders martinis, as well as the most expensive cuts of steak and numerous sides. He also orders a \$450 bottle of Schrader Cabernet.
- The sommelier comes to the table to present and open the wine at the same time Maya approaches with another basket of bread. **Chris says, “Maya, why don’t you open that bottle of wine, would love to see you handle something that big between your legs!”** Chris and his clients laugh, Maya leaves the table, and the sommelier smirks, opens the bottle, fills the glasses at the table, and leaves.

Role Play

- When lunch concludes, Maya comes to clear the table, and **Chris grabs her around her waist pulling her uncomfortably close.** Chris says, “Why don’t you come sit on Santa’s lap and tell me what you want stuffed in your stocking?”
- Maya nervously laughs and wriggles away, sprinting to the kitchen. You see her and **Maya immediately starts crying** telling you what just happened. **She says she doesn’t want to go back to the table** to bring Chris the check.

Role Play

Learning Points

- **Believe victims.** The statistics of false reporting do not remotely compare to the statistics of reported and unreported incidents.
- Victims know best what they need. You might **inadvertently make things worse** if victims don't have a say in responses.

Learning Points

- Victims are much more likely to disclose if they are **confident that their privacy and confidentiality are protected**, and that they **won't be retaliated against**.
- You aren't expected to be a hero. Respond within your own comfort zone. Sometimes an **“are you ok?”** coupled with the availability of resource materials are enough to begin the healing process.

Learning Points

- Some circumstances do require escalation:
 - **Assure everyone's immediate safety;**
 - Talk all parties through what policies require;
 - Refer victims to local service providers (e.g. for safety planning); and
 - Continue to confidentially check-in throughout the process.

Learning Points

- **Prevention requires a year-round approach.** Great prevention-oriented solutions include:
 - Consistent awareness-raising activities;
 - Bystander intervention trainings, especially for management and men;
 - Assessments of workplace climate;
 - Peer networks;
 - Updated policies and resources available for employees; and
 - **Be accountable.** Examples like re-assessing performance review processes or the representation of women in leadership roles send the signal that victims will be supported and perpetrators will be held accountable.

To Refer or Not to Refer

Options

- Take no action
- Suggest a Local Service Provider
- Confront the perpetrator
- Report and escalate internally
- Call the Police

Learning Points

- **You don't have to be an expert.** Rely upon local resource providers both before and after incidents.
- Easy and effective ways to help victims get the help they need include:
 - Safety cards and posters;
 - Confidential complaint lines; and
 - Resource lists included in employment manuals.

Learning Points

Let us all embrace this moment to delve into the root causes of gender-based violence, and change the culture of workplaces from one that facilitates sexual harassment, abuse, and silence, to one that **promotes support, respect, and equity.**

My workplace culture can be...

Thank you!

*Please complete
an evaluation.*

Aaron Polkey, Staff Attorney
apolkey@futureswithoutviolence.org

Eesha Bhave, Program Assistant
ebhave@futureswithoutviolence.org

(202) 595-7382



Please visit:

www.workplacesrespond.org