SEXUAL HARASSMENT: WHAT UTAHNS NEED TO KNOW

Sexual harassment can include things like:

- Sexual visuals
- Gestures
- Jokes & slurs
- Written/verbal solicitation
- Unwanted touching
- Physical threats
- Sexual assault
- Unwelcome questions about gender identity & sexual preference

WHO IS SUFFERING?

- Women in Low-Paying, Service Occupations
- Women of Color
- Undocumented Immigrants
- Members of the LGBTQ+ Community

Sexual harassment charges by sex of complainant:

- 84% Filed by Women
- 16% Filed by Men

WHO IS SUFFERING?

- 2.6
- 2017
- 2.0
- 2007
- 5.9
- 1997

When cases are reported by women:

- Sexual harassment charges filed in the US:
  - 38% Filed by Women
  - 40% Filed by Men

WHAT CAN WE DO?

- Promote and hire more women.
- Prioritize a safe workplace.
- Model appropriate behavior for others.
- Clearly define sexual harassment behaviors.
- Promote and hire more women.

50-60% of cases make it to trial.

40% of plaintiffs win their case.

25% of women, when asked if they had been sexually harassed, said yes.

When given a clear definition and examples, this rose to 75%.

10-25% of those who report harassment in their organizations experience workplace retaliation, even though retaliation is illegal.

75-95% of employees who experience sexual harassment do not file a formal complaint.

Even when it is reported, sexual harassment is hard to prove.

LEGAL ACTION & COSTS

- 7% of cases make it to trial.
- 40% of plaintiffs win their case.

Harassment thrives in situations with power imbalances.

16% of those who identify as sexual or gender minority have experienced sexual harassment.

WORKING WOMEN have experienced sexual harassment.

WHAT CAN WE DO?

We must all do our part to combat sexual harassment.

HOW DOES UTAH STACK UP?

Utah’s reported charges of sexual harassment have been higher in the past but are now close to national averages. Yet sex-based harassment (which includes all gender-based harassment) is still prevalent in Utah.

COSTS FOR WOMEN

- Quantity
- Quality
- Professionalism

75% of women, when asked if they’d been sexually harassed, said yes.

When given a clear definition and examples, this rose to 85%.

84% of women, when asked if they’d been sexually harassed, said yes.

Equal Employment Opportunity Commission charges filed in the US:

- 38% Filed by Women
- 40% Filed by Men

Some women are more likely to be harassed:

- Women in Low-Paying, Service Occupations
- Women of Color
- Undocumented Immigrants
- Members of the LGBTQ+ Community

WHAT CAN WE DO?

We must all do our part to combat sexual harassment.

UNDERREPORTING

Due to misunderstanding and underreporting, formal charges do not tell the whole story.

Costs for women:

- Health
- Employment
- Financial

Costs for companies:

- Settlements
- Productivity
- Reputation

Whether cases are won in court, the costs of harassment are high.

COSTS FOR WOMEN

COSTS FOR COMPANIES

3-6% of cases make it to trial.

2% of plaintiffs win their case.

30% 38% 38% 30% 30% 38%