WHAT IS SEXUAL HARASSMENT?

Sexual harassment can include things like...
- Unwelcome requests or suggestions
- Unwelcome sexual advances
- Physical contact
- Unwelcome sexual attention
- Verbal abuse

LEGAL ACTION & COSTS

- Only 3-6% of cases make it to trial.
- Only 2% of plaintiffs win their case.

WHO IS SUFFERING?

- Women of color
- Undocumented immigrants
- Members of the LGBTQ+ community
- Those employed in low paying, service occupations

WHAT CAN WE DO?

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

UNDERREPORTING

- 85-95% of those who experience sexual harassment do not file a formal legal complaint.
- 7 out of 10 do not even report the incidents within their own organizations.

WHAT UTAHNS NEED TO KNOW

- 25% of women, when asked if they’d been sexually harassed, said yes.
- When given a clear definition and examples, this rose to 38%.

SNAPSHOT: https://www.uvu.edu/uwlp/research/briefs.html

SEXUAL HARASSMENT CHARGES PER 100,000

<table>
<thead>
<tr>
<th>Year</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>2.61</td>
<td>0.85</td>
</tr>
<tr>
<td>2007</td>
<td>0.37</td>
<td>0.53</td>
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EEOC CHARGES FILED IN THE U.S.

<table>
<thead>
<tr>
<th>Year</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>38%</td>
<td>38%</td>
</tr>
</tbody>
</table>

*Includes all gender based harassment.

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

- Sexual visuals
- Gestures
- Jokes & slurs

Settlements

- Only 3-6% of cases make it to trial.
- Only 2% of plaintiffs win their case.

Productivity

- 38% of women say they have been sexually harassed.

Financial

- 38% of women say they have been sexually harassed.

Employment

- 38% of women say they have been sexually harassed.

Reputation

- 38% of women say they have been sexually harassed.

Snapshot: https://www.uvu.edu/uwlp/research/briefs.html

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WE MUST ALL DO OUR PART TO COMBAT SEXUAL HARASSMENT.

Promote and hire more women.

Prioritize a safe workplace.

Model appropriate behavior for others.

Clearly define sexual harassment behaviors.