SEXUAL HARASSMENT:
WHAT UTAHNS NEED TO KNOW

WHAT IS SEXUAL HARASSMENT?

Sexual harassment can include things like:

- Unwanted touching
- Physical threats
- Sexual assault
- Sexual visuals
- Gestures
- Jokes & slurs
- Unwelcome questions about gender identity & sexual preference
- Written/verbal solicitation
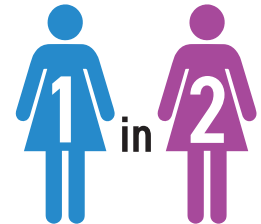
1 in 2 WORKING WOMEN has experienced **sexual harassment**

25% of women, when asked if they'd been sexually harassed, said yes.
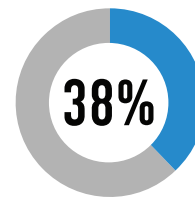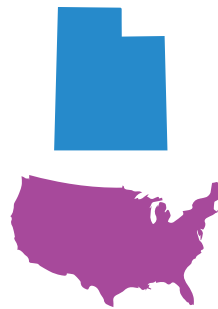
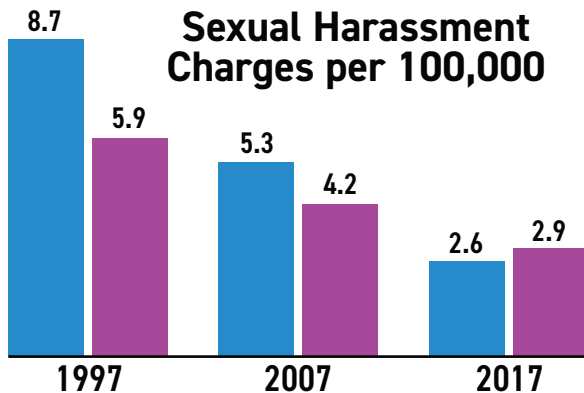When given a clear definition and examples, this rose to **40%**

HOW DOES UTAH STACK UP?

Once higher, Utah's reported charges of sexual harassment are now close to national averages. Yet sex-based harassment (which includes all gender-based harassment) is still prevalent in Utah.

Sexual Harassment Charges per 100,000

Year		
1997	8.7	5.9
2007	5.3	4.2
2017	2.6	2.9

38% **30%**
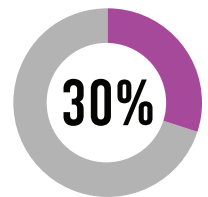
Harassment Charges that are Sex-Based

UNDERREPORTING

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

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.

75% of those who report harassment in their organizations experience workplace retaliation, even though retaliation is illegal.

LEGAL ACTION & COSTS

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

3-6% of cases make it to trial.

2% of plaintiffs win their case.

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

COSTS FOR WOMEN
- Health
- Employment
- Financial

COSTS FOR COMPANIES
- Settlements
- Productivity
- Reputation

WHO IS SUFFERING?

Harassment thrives in situations with power imbalances.

Equal Employment Opportunity Commission charges filed in the US:

84% Filed by Women

16% 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.

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