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

Harassment Charges that are Sex-Based

<table>
<thead>
<tr>
<th>Year</th>
<th>1997</th>
<th>2007</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charges per 100,000</td>
<td>2.9</td>
<td>5.3</td>
<td>4.2</td>
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When given a clear definition and examples, 25% of women, when asked if they had been sexually harassed, said yes.

Who is suffering?

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

Legal action & costs

- 85-95% of those who experience sexual harassment do not report the incidents within their organizations.
- 75% of those who report harassment in their organization experience workplace retaliation, even though retaliation is illegal.
- 3-6% of cases make it to trial.
- 2% of plaintiffs win their case.

Underreporting

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

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

Costs for women

- 75% of those who report harassment in their organizations experience workplace retaliation, even though retaliation is illegal.
- 25% of women, when asked if they had been sexually harassed, said yes.

Costs for companies

- 84% of Equal Employment Opportunity Commission charges filed in the US.
- 16% of women who experience sexual harassment do not report the incidents within their organizations.
- 70% of women who experience sexual harassment do not report the incidents within their organizations.

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

Who is suffering?

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

What can we do?

- Model appropriate behavior for others.
- Prioritize a safe workplace.
- Promote and hire more women.

Equality of opportunity

Sexual Harassment in violation of power imbalances.

Some women are more likely to be harassed:

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

We must do all in our power to combat sexual harassment.

Clear definitions: sexual harassment behaviors.

Model appropriate behavior for others.

Prioritize a safe workplace.

Promote and hire more women.