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
- Written/verbal solicitation
- Unwelcome questions about gender identity & sexual preference
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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.

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.
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.

Click here for the full report.

UTAH WOMEN & LEADERSHIP Project

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