

Closing the Gaps:

#MeToo at LSU

Fact Sheet

Findings from June 2016 EEOC Select Task Force on the Study of Workplace Harassment

- Almost one third of approximately 90,000 complaints received for the EEOC in 2015 involved workplace harassment.
 - Nearly three out of four individuals who experienced harassment never even talked to a supervisor, manager, or union representative about the harassing conduct.
 - Employees who experience harassment fail to report the harassing behavior or to file a complaint because they fear disbelief of their claim, inaction on their claim, blame, or social or professional retaliation.
 - Workplace culture has the greatest impact on allowing harassment to flourish, or conversely, in preventing harassment.
 - In a large-scale survey of transgender individuals (albeit not a probability sample), 50% of respondents reported being harassed at work. In addition, 7% reported being physically assaulted at work because of their gender identity, and 6% reported being sexually assaulted.
 - Nearly half of women report that they have experienced some form of sexual harassment at work.
 - Reports of men experiencing workplace sexual assault have nearly doubled between 1990 and 2009, from 8% to 16% of all claims reported to the EEOC.
 - 75% of harassment victims reported facing some form of retaliation when they came forward to report harassment.
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- Between 2005 and 2009, rape/sexual assault accounted for 2.3% of all nonfatal violence in the workplace.¹
 - One in ten female graduate students at major research universities reports being sexually harassed by a faculty member and 53% of cases involved professors who allegedly engaged in serial sexual harassment.²
 - 76% of nonmanager employees who experienced sexual harassment did not report it for many reasons, including fear of retaliation or a belief nothing would change.³
 - The most commonly reported allegation of sexual harassment (87%) is verbal harassment that includes unwelcome sexual advances through words and comments.³
 - 10% of men have reported experiencing sexual harassment in the workplace.⁴

¹Harrell, E. (2011). Workplace violence, 1993-2009: National Crime Victimization Survey and the census of fatal occupational injuries.

²Cantalupo & Kidder (2017) A Systematic Look at a Serial Problem: Sexual Harassment of Students by University Faculty.

³SHRM Harassment-Free Workplace Series: A Focus on Sexual Assault (2018)

⁴ABC News/Washington Post Poll: Workplace Harassment (2011)