Welcome, this web conference will begin soon

Prevalence of Workplace-Related Sexual Violence

MOVING FROM CONTEXT TO CREATING PROTECTIVE ENVIRONMENTS FOR PREVENTION

Wednesday, January 29, 2020
11 AM PT | 2 PM ET
Meet the PreventConnect Team

Ashleigh Klein-Jimenez
Project Manager
she/her/hers

Tori VandeLinde
Project Coordinator
she/her/hers
How to use Adobe Connect

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PreventConnect

- Domestic violence/intimate partner violence
- Sexual violence
- Violence across the lifespan, including child sexual abuse
- Prevent before violence starts
- Connect to other forms of violence and oppression
- Connect to other prevention practitioners
Prevalence of Workplace-Related Sexual Violence

MOVING FROM CONTEXT TO CREATING PROTECTIVE ENVIRONMENTS FOR PREVENTION

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PreventConnect is a national project of the California Coalition Against Sexual Assault sponsored by the U.S. Centers for Disease Control and Prevention. The views and information provided in this web conference do not necessarily represent the official views of the U.S. government, CDC or CALCASA.
Objectives

› Describe key findings from *National Prevalence of Sexual Violence by a Workplace-Related Perpetrator*

› Identify examples of resources and practices that advance workplace-related sexual violence perpetration prevention

› Engage in a discussion on opportunities for strengthening workplace-related sexual violence prevention
Why are mid-career women physicians leaving academic medicine? | Opinion

Resolve to Build a Safer Workplace in 2020: Best Practices for Bystander Intervention Training

How #MeToo Reminded Us That Everyone Deserves Respect At Work

Mikaela Kiner
Forbes Councils Member
Forbes Human Resources Council
COUNCIL POST | Paid Program
Leadership

POST WRITTEN BY
Mikaela Kiner
Founder & CEO of Reverb. Author of Female Firebrands: Stories and Techniques Change, Take Control, and Succeed in the Workplace

The Sex Scene Evolves for the #MeToo Era

Studios and theaters are hiring intimacy coordinators to help actors. The twist: They’re also making the scenes sexier.
Meet Our Guest & Collaborative Partner

Kathleen C. Basile
Division of Violence Prevention, Centers for Disease Control and Prevention
She/her/hers

Jennifer Grove
Prevention Director, National Sexual Violence Resource Center
She/her/hers
Meet Our Guest

Kathleen C. Basile
Division of Violence Prevention,
Centers for Disease Control and Prevention
She/her/hers
Polling question

ARTICLE IN PRESS
American Journal of Preventive Medicine
RESEARCH ARTICLE
National Prevalence of Sexual Violence by a Workplace-Related Perpetrator
Kathleen C. Basile, PhD, Ashley S. D’Inverno, PhD, Jing Wang, MD, MPH

Introduction: Workplace sexual violence is not a new phenomenon, but has received increased attention recently with the re-emergence of the MeToo movement. Gaps exist in our understanding of the prevalence of this problem in the U.S., its perpetrators, and its impacts.

Methods: Using 2008–2012 data from the National Intimate Partner and Sexual Violence Survey (23,090 women and 18,988 men), this study measured the prevalence of several types of sexual violence by a workplace-related perpetrator (authority figure or nonauthority figure) and some common impacts of the violence, including psychosocial impacts, safety concerns, and missing days of work or school. Data were analyzed in 2016.

Results: In the U.S., 5.6% of women (about 7 million) and 2.3% of men (nearly 3 million) reported some type of sexual violence by a workplace-related perpetrator. Almost 6% of women (13%) reported sexual violence by nonauthority figures and 21% reported authority figures. 19% of men reported sexual violence by nonauthority figures and 9% reported authority figures. For women, the most commonly reported sexual violence type was unwanted sexual contact (35%), followed by forced sexual intercourse (30%), and unwanted sexual physical contact (28%). For men, unwanted sexual contact (45%) was the most commonly reported type. Almost 3 million women (5%) and nearly 2 million women (3%) have been raped by a workplace-related perpetrator. For women and men, fear was the most commonly reported impact of workplace-related sexual violence.

Conclusions: These findings suggest that workplace prevention efforts that do not address different components of workplace harassment may not be adequate to address all forms of sexual violence occurring across industries.

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National Prevalence of Sexual Violence by a Workplace-Related Perpetrator

Kathleen C. Basile

(Coauthors: Ashley S. D'Inverno & Jing Wang)

Division of Violence Prevention
National Center for Injury Prevention and Control
Overview of this Presentation

‣ Workplace-related sexual violence and gaps filled by this study

‣ Methods/background on NISVS

‣ Results

‣ Discussion/implications for prevention/limitations

‣ Questions?
Recent public stories of sexual misconduct in the workplace started in Hollywood but quickly spread across industries. In Fall 2017, the #metoo movement re-emerged and became a national conversation.

But SV in the workplace is not new....

It became recognized in the courts as a form of sex discrimination in the late 1970's.

2018 online panel survey found 38% of women and 13% of men experienced workplace sexual harassment at some point in life.
Characteristics of Workplace-Related SV

- Workplace SV starts young (in adolescence); males are also victims
- Different types of workplace SV (e.g., physical contact, verbal harassment)
- Numerous impacts (e.g., job satisfaction, physical and mental health, increased absenteeism)
- Sex and type of perpetrators
  - Female victims report mostly male perpetrators; male victims report both male and female perpetrators
  - 2018 national study: women (25%) were more likely than men (10%) to report a boss/supervisor; about 30% of both sexes reported a coworker.
Gaps Filled by the Current Study

- Uses a large nationally representative sample to examine:
  - prevalence of 5 forms of SV by a workplace-related perpetrator, including authority figure and non-authority figure perpetrators
  - Sex of perpetrators by type of perpetrator for both female and male victims
  - Proportions of female and male victims who experienced 5 different impacts from workplace-related SV
National Intimate Partner and Sexual Violence Survey

- Funded and launched by CDC in 2010 with support from NIJ and DoD
- Ongoing, nationally representative telephone survey of adults aged 18 years and older
- National and state-level data
Methods and Sample

- Combined data years 2010-2012
- 41,174 completed interviews
- 43.3% landline, 56.7% cell phone
- Average annual estimates
Sexual Violence Measures

- Sexual Violence is measured as:
  - Completed/attempted penetration through force or alcohol/drug facilitation (i.e., rape)
  - Being made to sexually penetrate someone (completed or attempted) through force or alcohol/drug facilitation
  - Non-physically forced, pressured sex (i.e., sexual coercion),
  - unwanted sexual contact (e.g., groping),
  - noncontact unwanted sexual experiences (e.g., unwanted sexual remarks).
Workplace-Related Perpetrators

‣ Authority Figures
  › Boss, supervisor, superior in command

‣ Non-Authority Figures
  › Coworker, customer, or client
Impacts of SV by a Workplace-Related Perpetrator

- Fear
- Concern for one's own safety
- Post-traumatic stress disorder (PTSD) symptoms (e.g., nightmares)
- Injury
- Missed at least one day of work/school
Analytic Procedure

- Weighted data
- We report:
  - National lifetime prevalence of SV by a workplace-related perpetrator
    - By sex of victim
    - By type of workplace-related perpetrator
  - Sex of perpetrator among victims
  - Lifetime impacts among victims
### Lifetime Sexual Violence of U.S. Women by a Workplace-Related Perpetrator, NISVS 2010-2012 Average Annual Estimates

<table>
<thead>
<tr>
<th>Type of violence</th>
<th>Any Workplace Perpetrator</th>
<th>Nonauthority Figure</th>
<th>Authority Figure</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Weighted %</td>
<td>Estimated No. of Victims</td>
<td>Weighted %</td>
</tr>
<tr>
<td>Any sexual violence</td>
<td>5.6</td>
<td>6,775,000</td>
<td>3.9</td>
</tr>
<tr>
<td>Rape</td>
<td>0.8</td>
<td>940,000</td>
<td>0.6</td>
</tr>
<tr>
<td>Sexual coercion</td>
<td>0.8</td>
<td>909,000</td>
<td>0.3</td>
</tr>
<tr>
<td>Unwanted sexual contact</td>
<td>3.5</td>
<td>4,169,000</td>
<td>2.3</td>
</tr>
<tr>
<td>Noncontact unwanted sexual</td>
<td>2.4</td>
<td>2,894,000</td>
<td>1.8</td>
</tr>
<tr>
<td>experiences</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Lifetime Sexual Violence of U.S. Men by a Workplace-Related Perpetrator, NISVS 2010-2012 Average Annual Estimates

<table>
<thead>
<tr>
<th>Type of violence</th>
<th>Any Workplace Perpetrator</th>
<th>Nonauthority Figure</th>
<th>Authority Figure</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Weighted %</td>
<td>Estimated No. of Victims</td>
<td>Weighted %</td>
</tr>
<tr>
<td>Any sexual violence</td>
<td>2.5</td>
<td>2,868,000</td>
<td>2.0</td>
</tr>
<tr>
<td>Made to penetrate</td>
<td>0.2</td>
<td>184,000</td>
<td>0.1</td>
</tr>
<tr>
<td>Sexual coercion</td>
<td>0.4</td>
<td>414,000</td>
<td>0.2</td>
</tr>
<tr>
<td>Unwanted sexual contact</td>
<td>1.2</td>
<td>1,398,000</td>
<td>0.9</td>
</tr>
<tr>
<td>Noncontact unwanted sexual experiences</td>
<td>1.3</td>
<td>1,501,000</td>
<td>1.1</td>
</tr>
</tbody>
</table>
### Sex of Perpetrator among Female and Male Victims of SV by a Workplace-Related Perpetrator — NISVS 2010-2012 Average Annual Estimates

<table>
<thead>
<tr>
<th>Sex of perpetrator</th>
<th>Any workplace perpetrator</th>
<th>Nonauthority Figure</th>
<th>Authority Figure</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Among female victims</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male only</td>
<td>96.2</td>
<td>95.4</td>
<td>97.8</td>
</tr>
<tr>
<td>Female only</td>
<td>2.8</td>
<td>3.5</td>
<td></td>
</tr>
<tr>
<td>Both male and female</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td><strong>Among male victims</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male only</td>
<td>40.7</td>
<td>36.9</td>
<td>56.8</td>
</tr>
<tr>
<td>Female only</td>
<td>53.6</td>
<td>57.0</td>
<td>41.4</td>
</tr>
<tr>
<td>Both male and female</td>
<td>5.5</td>
<td>5.8</td>
<td>--</td>
</tr>
</tbody>
</table>
Lifetime Impacts Among Female Victims of Sexual Violence by a Workplace-Related Perpetrator

- Fearful
- Concerned for safety
- PTSD symptoms
- Injury
- Missed work/school

- Any Workplace Perp
- Non-Authority
- Authority
Lifetime Impacts Among Male Victims of Sexual Violence by a Workplace-Related Perpetrator

*Unstable estimates are suppressed.
Discussion

- Summary of findings
  - 1 in 18 women (5.6%) and approximately 1 in 40 men (2.5%) have experienced 1 or more forms of SV by a workplace-related perpetrator in their lifetimes.
  - Almost all female victims reported male perpetrators, male victims reported both male and female perpetrators.
  - Most commonly reported forms of workplace-related SV in lifetime were unwanted sexual contact and noncontact unwanted sexual experiences.
  - Other forms of SV were reported, including female rape, males being made to penetrate, and sexual coercion for both sexes.
  - Fear was most commonly reported impact by both female and male victims. Concern for safety and PTSD symptoms were also commonly reported by both sexes.
Limitations

- Random-Digit-Dial phone survey, low response rates, but high cooperation rates
- Underestimates of the true prevalence of SV
- Only examined 5 impacts
- Can’t be sure that the impacts are related to SV victimization specifically, but we know they are related to what the workplace-related perpetrator did
- Not sure if the SV occurred *in* the workplace
- Can not disentangle types of authority or non-authority perpetrators
Future Research

- The following ideas could be useful for guiding prevention activities:
  - Examining SV in the workplace by industry
  - Examining in more detail the specific types of workplace-related perpetrators that are most common in specific industries
  - Examine key tactics used by workplace perpetrators (e.g., a boss offering a promotion in exchange for sexual favors).
  - Examining workplace-related SV victimization by sexual minority status
Prevention Implications

- Information-only sexual harassment trainings focused on verbal harassment or a hostile work environment only may not be enough to address all forms of SV occurring in the U.S. workplace context.
- Proactive workplace sexual harassment prevention approaches are important.
- Important to address the original drivers, which may be social status and power, and will require an examination of issues of gender inequality in the broader population.
- Sex differences in findings may inform prevention.
The findings and conclusions in this presentation are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention.
What approaches are you using to prevent workplace-related sexual violence?

Text Chat Question

Use the Text Chat feature to answer the question.

ASHLEIGH KLEIN: Use this text chat box to respond to our questions, ask your own, and connect with others!

ASHLEIGH KLEIN: You can also send private text chat messages to the host, presenters, and other participants.
Meet Our Collaborative Partner

Jennifer Grove
Prevention Director,
National Sexual Violence Resource Center
She/her/hers
## STOP SV

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Approach</th>
</tr>
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</table>
| **S** Promote Social Norms that Protect Against Violence | • Bystander approaches  
• Mobilizing men and boys as allies |
| **T** Teach Skills to Prevent Sexual Violence | • Social-emotional learning  
• Teaching healthy, safe dating and intimate relationship skills to adolescents  
• Promoting healthy sexuality  
• Empowerment-based training |
| **O** Provide Opportunities to Empower and Support Girls and Women | • Strengthening economic supports for women and families  
• Strengthening leadership and opportunities for girls |
| **P** Create Protective Environments | • Improving safety and monitoring in schools  
• Establishing and consistently applying workplace policies  
• Addressing community-level risks through environmental approaches |
| **SV** Support Victims/Survivors to Lessen Harms | • Victim-centered services  
• Treatment for victims of SV  
• Treatment for at-risk children and families to prevent problem behavior including sex offending |
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• Treatment for victims of SV  
• Treatment for at-risk children and families to prevent problem behavior including sex offending |
Themes in Technical Assistance

- Research
- Programming/curricula for employees
- What's the role of leadership?
  - Workplace policy recommendations, examples, etc.
Ending Sexual Assault and Harassment in the Workplace

Sexual assault, harassment, and abuse are widespread societal problems that impact Americans across race, gender identity, sexual orientation, income, disability status, and many other factors. Recent research has demonstrated the scope and impact of workplace sexual harassment. This online resource collection includes information about defining workplace sexual harassment, understanding the scope of the size of the problem, and the path to prevention.
Information for Employers

Sexual Violence and the Workplace: Information for Employers

Employers have a right and a responsibility to keep their employees safe from violence. Employers could be held liable for sexual violence that happens in the workplace. Even if sexual violence does not occur at the workplace, sexual violence has potential economic consequences to the employer in terms of absenteeism, diminished productivity and loss of experienced personnel. It is important for employers to understand how sexual violence impacts the workplace and how they can prevent violence in the workplace.

- Resources for Employers
- Model Workplace Policies
- U.S. Equal Employment Opportunity Commission (EEOC)
Creating Workplaces Free from Domestic Violence, Sexual Harassment and Violence, and Stalking
Key Findings
of the Select Task Force on the Study of Harassment in the Workplace

Report of the Co-Chairs of the EEOC Select Task Force on the Study of Harassment in the Workplace
How will you strengthen your work to prevent workplace-related sexual violence?

Text Chat Question
Everyday Activist

https://checkyourworkplace.com/activist-guide/
RALIANCE Business

- Assessment
- Data Collection and Research
- Policy Review or Creation
- Trainings
- Communications Support
- Strategies and Solutions
- Accreditation