



Prevalence of Workplace-Related Sexual Violence:  
Moving from Context to Creating Protective  
Environments for Prevention  
Wednesday January 29, 2020  
11 AM-12:30 PM PT/2 PM-3:30 PM ET

---

AKJ: Hi everyone! Thanks for joining us. We will be getting started at the top of the hour!

AKJ: Welcome everyone!

TV: You can download the PowerPoint slides for this session here: <http://www.preventconnect.org/wp-content/uploads/2020/01/Workplace-Related-SV-01.29.2020.pdf>.

TV: For audio over the phone, please call 866-866-2244, passcode 9053509#.

TV: Contact Adobe Connect support at <https://helpx.adobe.com/adobe-connect/connect-support.html>.

JH: can you send us the link to this study?

TV: National Prevalence of Sexual Violence by a Workplace-Related Perpetrator: <https://www.ncbi.nlm.nih.gov/pubmed/31831292>.

TV: Rape in the Fields: <https://www.pbs.org/wgbh/frontline/film/rape-in-the-fields/>.

TV: Rape on the Night Shift: <https://www.pbs.org/wgbh/frontline/film/rape-on-the-night-shift/>

TV: National Prevalence of Sexual Violence by a Workplace-Related Perpetrator: <https://www.ncbi.nlm.nih.gov/pubmed/31831292>.

VR: In case you're not going to cover this later...have any studies included non-binary or gender diverse victims in their prevalence numbers?

TV: National Intimate Partner and Sexual Violence

Survey: <https://www.cdc.gov/violenceprevention/datasources/nisvs/index.html>.

TV: The National Intimate Partner and Sexual Violence Survey (NISVS) 2010-2012 State Report: Implications for Prevention: <http://www.preventconnect.org/2017/04/the-national-intimate-partner-and-sexual-violence-survey-nisvs-2010-2012-state-report-implications-for-prevention/>.

KC: Thanks Valyncia, I had the same question.

TV: @Valyncia, we'll ask Kathleen at the end!

AM: did your study look at patient-perpetrated sexual violence in healthcare settings?

RB: Not many studies have included non-binary persons, or the prevalence of partner/sexual violence experienced by trans individuals vs. cis individuals. The 2010 study did not include genders aside from binary M/F, I don't believe.

VR: Thanks @rose, in case anyone is aware of literature that is inclusive of gender diverse peoples, please LMK.

RB: You're welcome, @Valencia, I'm trying to find more all the time. It is hard to get a hold of!

KC 2: @valyncia <https://transequality.org/sites/default/files/docs/usts/USTS-Full-Report-Dec17.pdf>.

KC 2: @valynica another great resource: <https://forge-forward.org/>.

VR: Thanks @Kim!

TT: Kia Ora from Howick Auckland New Zealand.

SO: Thank you Kim for the link. I work with LGBT youth quite a bit and this kind of information is tough to find, but so needed

RB: Thank you, Kim!

KC 2: Agreed! We work with a lot of gender diverse students and research is so limited right now

TV: FORGE-Forward cites the NCTE US Trans Survey on their Sex Harassment page: <https://forge-forward.org/publications-resources/sex-harassment/>

VR: Since the findings indicate that few people are missing work, is it a logical conclusion that that victimized folks are showing up to work in fear and/or concern for safety? If so, what can employers do to mitigate/address the fear or concern for safety for employees while they're at work?

VR: are not missing work\* is\*

SADA: Are phone calls conducted in any languages other than English?

SO: Valyncia, your question is a good one. I spent much of my previous career in higher management and we found that it was structures, such as policies and follow through with policies, but also culture. Having a culture of respect for each employee no matter their position, but also following through on write-ups &/or firing so our employees knew they'd be taken seriously. It's both preventative as well as reactionary.

VR: Thanks @Sara!

SO: You bet. It's a short, and simplified answer, but it's a nutshell of how it worked for us.

TR: I'm assuming it would be challenging for people who do not want to expose their gender identity.

AT: <https://www.natlawreview.com/article/one-year-reprieve-california-delays-employer-sexual-harassment-training-requirements>

KS: Can you recap those three real quick?

VR: Yes, please repeat!

AKJ: @Kiana patronizing, taunting, predatory

KS: @ashleigh klein Thanks!

VR: Thanks!

TV: STOP SV technical package: <https://www.cdc.gov/violenceprevention/pdf/sv-prevention-technical-package.pdf>.

MG: Do you have proactive policy language example? Many policies are just definition.

MH: Could you please to provide material on those three aspects? Thanks.

TV: @Monica, Futures Without Violence has a Model Workplace Policy, Jen will describe more examples later: Model Workplace Policy: <https://www.workplacesrespond.org/resource-library/model-guidelines/>

TV: Kathleen Basile: [kbasile@cdc.gov](mailto:kbasile@cdc.gov).

MH: Is there any material, article or factsheet with those components that can be share? Please.

TV: Text Chat Question: What approaches are you using to prevent workplace-related sexual violence?

VR: I have been doing safety planning with people 1 on 1, mostly for IPV that could impact our campus.

KS: at Univ. of WA we run tailored trainings building knowledge, bystander intervention, and harassment interruption strategies.

TR: Annual trainings and open dialogue.

LW: we have a toolkit that we work through with academic departments on campus that looks at everything from policies to communications, social events, field placements, hiring and retention, etc.

JH: training & sharing resources that were mentioned. Thanks Futures!

BT: I have a bystander intervention training targeted for workplace sexual violence I'm teaching to companies in the area.

EF: We've started to facilitate more conversations around boundary setting and bystander intervention (in the context of sexual harassment prevention trainings) with our employees at Utah State University.

AT: Understanding consent as a general idea, respect everyone's word and bubble around the other person, we have trainings on prevention and how it is different in risk reduction.

KS: our training also has a component on calling in/calling out strategies for micro aggressions.

VR: For background checks, I've starting meeting with people if a DV charge comes up on their background check to screen for risk of mass casualty violence, I know it is rare, but the meetings have been good with the meetings I've had so far (n=2).

TV: STOP SV technical package: <https://www.cdc.gov/violenceprevention/pdf/sv-prevention-technical-package.pdf>

LW: I'm also developing a manager-led series of prompts that would be incorporated into regular staff meetings that are designed to replace or supplement and one-time training from me... managers would get a training from me on how to implement and facilitate the prompts and then take it into their teams. the prompts include topics around consent behavior at work, impact of language, healthy work relationships, bystander intervention, etc.

VR: @Kiana, do you have resources you can share related to your training for the "calling in/calling out strategies for micro aggressions" training you provide?

AKJ: @Valyncia your comment about screening reminded me of a guest we had on a previous web conference -- <http://www.preventconnect.org/2017/06/organizing-for-economic-opportunity-strategies-to-improve-economic-opportunities-for-sexual-and-domestic-violence-prevention/>.

KS: @valyncia yes! Some of our staff presented on the 2019 prevent connect town hall. Also i can share our strategies and research we used to build our program with you.

VR: Thanks @Ashleigh! I look forward to taking a look at that

TV: You can learn from Kiana's colleagues on the PreventConnect 2019 Prevention Town Hall here: <http://www.preventconnect.org/2019/10/prevention-town-hall-advancing-expanding-and-sustaining-primary-prevention-of-sexual-and-intimate-partner-violence-in-the-era-of-metoo-and-timesup/>

VR: Thanks Tori!

TV: You're welcome!

TV: NSVRC's online resource collection: Ending Sexual Assault and Harassment in the Workplace <https://www.nsvrc.org/ending-sexual-assault-and-harassment-workplace>

TV: CORRECTED LINK: NSVRC's online resource collection: Ending Sexual Assault and Harassment in the Workplace <https://www.nsvrc.org/ending-sexual-assault-and-harassment-workplace>

TV: Sexual Violence and the Workplace: Information for Employers: <https://www.nsvrc.org/sexual-violence-and-the-workplace-information-for-employers>

SADA: page not found

TV: Workplaces Respond to Domestic & Sexual Violence: A National Resource Center: <https://www.workplacesrespond.org/>

TV: @shirley, which one?

VR: In these resources...One thing that is showing up recently are abusive partners (non-employees) making reports to our campus as a way to sabotage current employees (the reports are false and aimed at smearing and generating an investigating that is a red herring). I'm aware that this is IPV, rather than SV, however it is impacting the workplace and other employees.

SADA: <https://www.nsvrc.org/ending-sexual-assault-and-harassment-workplace>

TV: @shirley CORRECTED LINK: NSVRC's online resource collection: Ending Sexual Assault and Harassment in the Workplace <https://www.nsvrc.org/ending-sexual-assault-and-harassment-workplace>

TV: Guide for Advocates: <https://www.workplacesrespond.org/resource-library/guide-for-advocates/>.

TV: Model Workplace Policy: <https://www.workplacesrespond.org/resource-library/model-guidelines/>.

TV: The Top 10 Things Employers Can Do Right Now to Address Sexual Harassment in the Workplace: <https://www.workplacesrespond.org/resource-library/top-10-things-employers-can-right-now-address-sexual-harassment-workplace/>.

TV: Key Findings of the Select Task Force on the Study of Harassment in the Workplace: <https://www.nsvrc.org/key-findings-select-task-force-study-harassment-workplace>.

SADA: what are actual prevention strategies and work that's being done that you can share and tell us about?

SADA: how are you all building protective environments for prevention?

MG: Any data tied to comparable worth policy and sexual harassment prevention?

AKJ: Organizing for Economic Opportunity: Strategies to Improve Economic Opportunities for Sexual and Domestic Violence Prevention <http://www.preventconnect.org/2017/06/organizing-for-economic-opportunity-strategies-to-improve-economic-opportunities-for-sexual-and-domestic-violence-prevention/>.

MG: Thank you!!

AKJ: Shared Roots: Sexual and Domestic Violence Prevention Strategies in Support of Social Justice <http://www.preventconnect.org/2016/04/shared-roots-sexual-and-domestic-violence-prevention-strategies-in-support-of-social-justice/>.

AKJ: Cheers to Creating Protective Environments: Sexual and Intimate Partner Violence Prevention in Bars and Alcohol-Serving Establishments <http://www.preventconnect.org/2019/09/cheers-to-creating-protective-environments-sexual-and-intimate-partner-violence-prevention-in-bars-and-alcohol-serving-establishments/>.

KS: Hollaback is doing some interesting long-term workplace training <https://www.ihollaback.org/harassmenttraining/>.

AKJ: @Kiana thanks so much for sharing.

LC: We have a DV education program for employers: <https://resiliencemi.org/resilient-spaces/>.

AKJ: Thanks @Lesley.

VR: Thanks @lesley!

TV: Text Chat Question: How will you strengthen your work to prevent workplace-related sexual violence?

TV: PreventConnect 2019 Prevention Town Hall  
here: <http://www.preventconnect.org/2019/10/prevention-town-hall-advancing-expanding-and-sustaining-primary-prevention-of-sexual-and-intimate-partner-violence-in-the-era-of-metoo-and-timesup/>.

EF: @Liat - Would you be willing to share your department toolkit with me? I've been facilitating some department tailored programs about those same topics lately and it sounds like the toolkit is exactly what those departments have been asking for in terms of follow-up steps. My email is [emmalee.fishburn@usu.edu](mailto:emmalee.fishburn@usu.edu).

KS: interested in what Univ. of WA is doing around tailored training (including micro aggressions) you can learn more and reach out to us via our website <https://www.washington.edu/safecampus/epic-program/>.



LW: Hi Emmalee - let's definitely connect after this.

TV: RALIANCE Business: <https://www.raliance.org/business/>.

TV: Everyday Activist: <https://checkyourworkplace.com/activist-guide/>.

LW: are folks aware of strategies for when the top leadership ARE the ones who are harassing? (i.e. there will never be true buy in for culture change).

KS: For future research questions it would be interesting to know how many folks reached out to resources or left a job because of assault/harassment.

JH: I was doing training for casino security personnel and at the end of the training they agreed since they are LE officers to support local LE and serve protective orders. Kudos to them!

KL: Wonderful work! Same question as Liat.

LW: @kelly - the only thing I can think of is collective action by all the workers to oust leadership.

JG: [jgrove@nsvrc.org](mailto:jgrove@nsvrc.org).

KS: also future research that further breaks down additional identity components; ability-status, culture, etc..

TV: @Liat and @Kelly, some of the stories in Everyday Activist talked about organizing with workers unions when leadership is resistant.

TV: Everyday Activist: <https://checkyourworkplace.com/activist-guide/>.

KS: This has been fantastic!! Thanks for creating this space for all us isolated preventionists.

TV: You can download the PowerPoint slides for this session here: <http://www.preventconnect.org/wp-content/uploads/2020/01/Workplace-Related-SV-01.29.2020.pdf>.

SRS: Thank you! This has been insightful and informative. - S. Renee, RALIANCE.

KL: @Liat - Yes that's what I would think but what about if there is no HR or someone else higher, like a work place with 5 employees.

LW: @kelly - I know! I'm at [lwexler@berkeley.edu](mailto:lwexler@berkeley.edu)