

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



prevent
connect

PreventConnect.org

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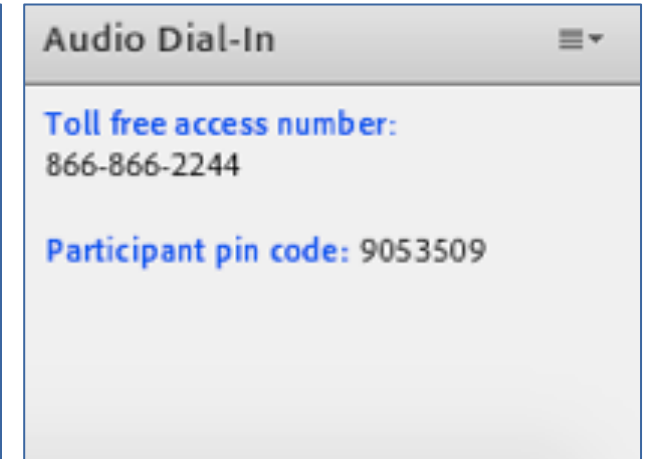
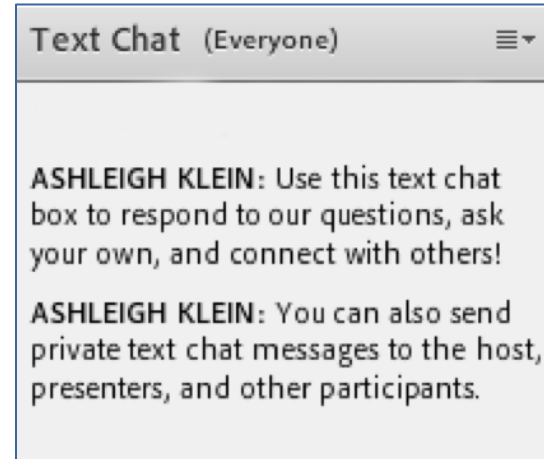
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PreventConnect

- ▶ 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

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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

Updated: January 16, 2020 - 9:00 AM

Resa Lewiss, For the Inquirer

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

ANDREW RAWSON | January 3, 2020 🔥 7,897



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1,046 views | Jan 16, 2020, 04:26pm

Study Finds Women At The Top Experience More Sexual Harassment



Erin Spencer Contributor @
ForbesWomen



FEATURE

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.

219 views | Jan 16, 2020, 08:00am

How #MeToo Reminded Us That Everyone Deserves Respect At Work



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

Mikaela Kiner

Founder & CEO of [Reverb](#). Author of Female Firebrands: Stories and Techniques to Change, Take Control, and Succeed in the Workplace

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in



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 the understanding of the prevalence of this problem in the U.S., its perpetrators, and its impacts.

Methods: Using 2010–2012 data from the National Intimate Partner and Sexual Violence Survey (22,590 women and 18,584 men), this study examined the prevalence of several types of sexual violence by a workplace-related perpetrator (authority figure or nonauthority figure) and numerous impacts of the violence, including psychological impacts, safety concerns, and missing days of work or school. Data were analyzed in 2018.

Results: In the U.S., 5.6% of women (almost 7 million) and 2.5% of men (nearly 3 million) reported some type of sexual violence by a workplace-related perpetrator. Almost 4% of women (3.9%) reported sexual violence by nonauthority figures and 2.1% reported authority figures; 2.0% of men reported sexual violence by nonauthority figures, and 0.6% reported authority figures. For women, the most commonly reported sexual violence type was unwanted sexual contact (3.5% of women); for men, it was noncontact unwanted sexual experiences (1.3% of men). An estimated 1 million women (0.8%) 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 the U.S. in the workplace context.

Am J Prev Med 2019;000(000):1–8. Published by Elsevier Inc. on behalf of American Journal of Preventive Medicine.

INTRODUCTION

Recent public allegations of sexual misconduct in the workplace started in Hollywood¹ but quickly reverberated across industries.² In fall 2017, the #metoo movement³ re-emerged out of high profile celebrity cases in the news, becoming a national conversation and viral hashtag. Bringing sexual violence (SV) and its impacts to the forefront has helped destigmatize victimization and encourage systemic change (metoomvmt.org), particularly in the workplace.⁴ The #metoo movement has also generated recent attention in the research community for a renewed focus on workplace sexual harassment as a public health issue.⁵ However, SV in the workplace is not novel; it has plagued workers for centuries. It was not until the widely cited book, *Sexual Harassment of Working Women*,⁶ was

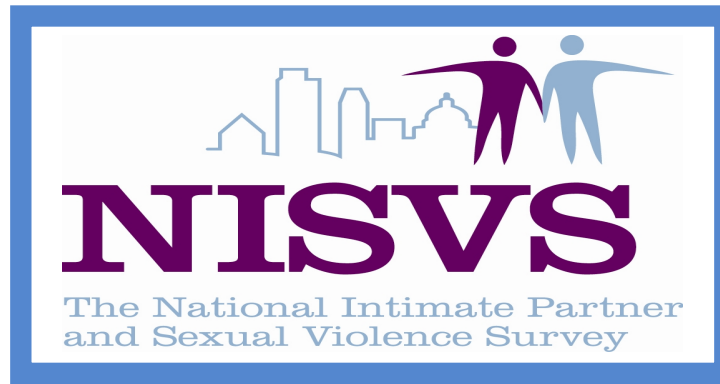
published in 1979 that workplace sexual harassment became recognized in the courts as a form of sex discrimination. Much has been learned, but major gaps remain, such as the U.S. prevalence, perpetrators, and impacts of workplace SV.

The term “SV” is defined as unwanted penetration by use of force or alcohol/drug facilitation (e.g., rape), pressured sex (e.g., sexual coercion), unwanted sexual contact (e.g., groping), and noncontact unwanted experiences (e.g., unwanted sexual remarks) and may be considered “sexual harassment” in certain settings, such as

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0749-3797/\$36.00

<https://doi.org/10.1016/j.amepre.2019.09.011>



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?

Sexual Violence (SV) in the Workplace

- ▶ 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.

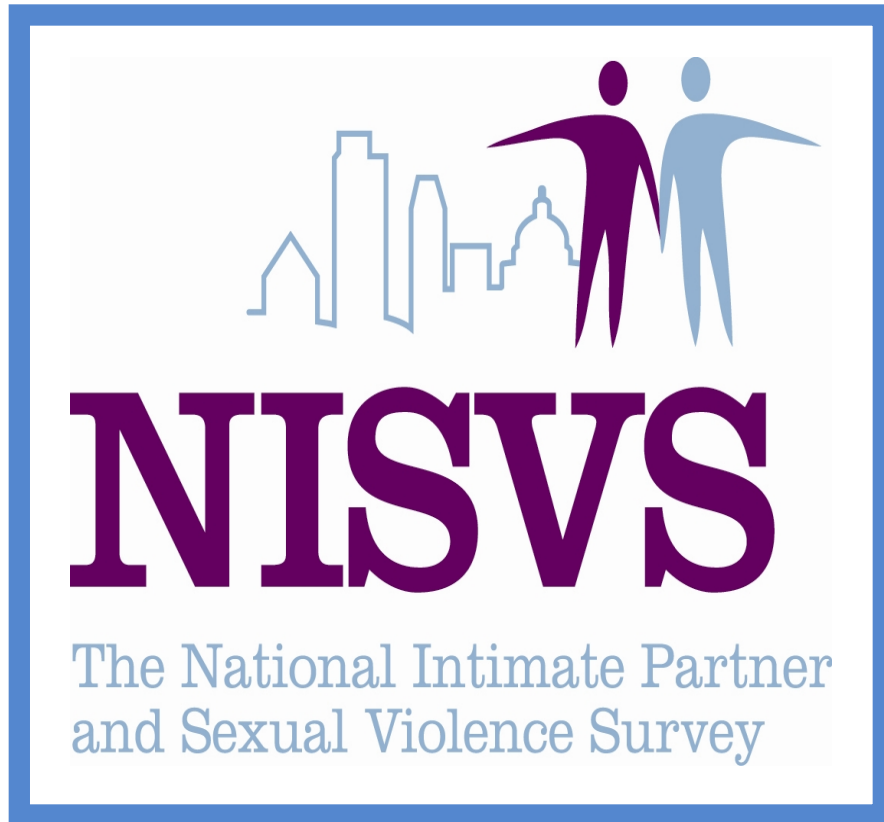


Gaps Filled by the Current Study

- ▶ 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



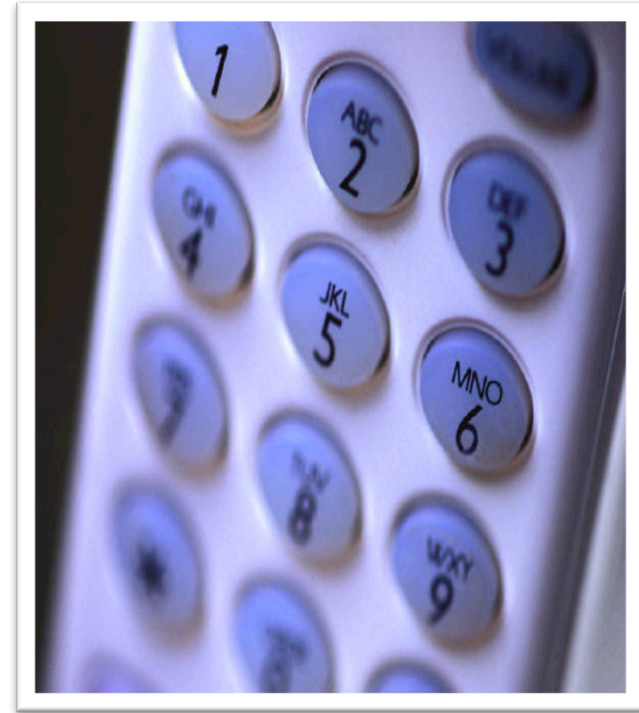
National Intimate Partner and Sexual Violence Survey



- ▶ 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

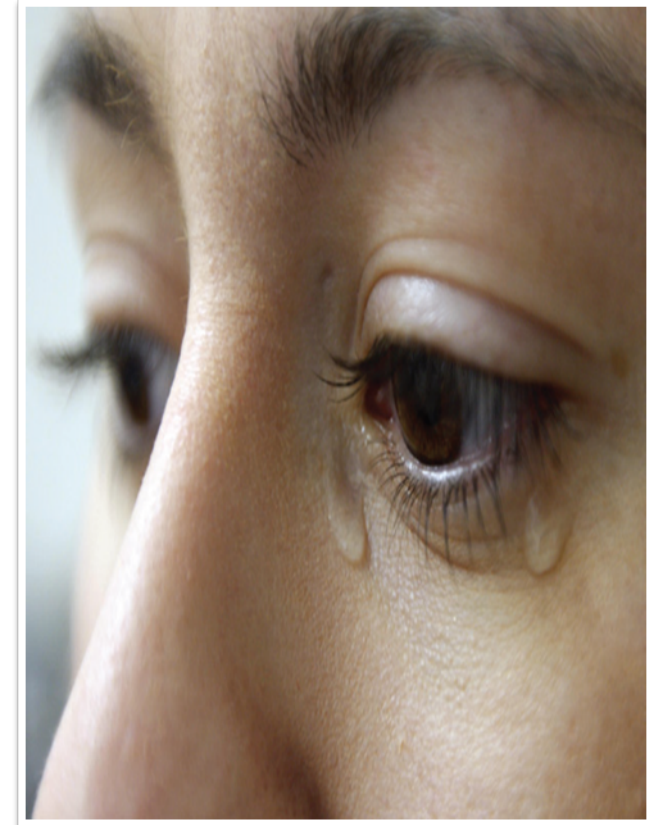
Methods and Sample

- ▶ 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 Prevalence of SV by a Workplace-Related Perpetrator, U.S. Women

Lifetime Sexual Violence of U.S. Women by a Workplace-Related Perpetrator, NISVS 2010-2012 Average Annual Estimates

Type of violence	Any Workplace Perpetrator		Nonauthority Figure		Authority Figure	
	Weighted %	Estimated No. of Victims	Weighted %	Estimated No. of Victims	Weighted %	Estimated No. of Victims
Any sexual violence	5.6	6,775,000	3.9	4,709,000	2.1	2,496,000
Rape	0.8	940,000	0.6	747,000	0.2	201,000
Sexual coercion	0.8	909,000	0.3	413,000	0.4	505,000
Unwanted sexual contact	3.5	4,169,000	2.3	2,749,000	1.4	1,635,000
Noncontact unwanted sexual experiences	2.4	2,894,000	1.8	2,135,000	0.7	859,000

Lifetime Prevalence of SV by a Workplace-Related Perpetrator, U.S. Men

Lifetime Sexual Violence of U.S. Men by a Workplace-Related Perpetrator, NISVS 2010-2012 Average Annual Estimates

Type of violence	Any Workplace Perpetrator		Nonauthority Figure		Authority Figure	
	Weighted %	Estimated No. of Victims	Weighted %	Estimated No. of Victims	Weighted %	Estimated No. of Victims
Any sexual violence	2.5	2,868,000	2.0	2,300,000	0.6	678,000
Made to penetrate	0.2	184,000	0.1	157,000	--	--
Sexual coercion	0.4	414,000	0.2	220,000	0.2	196,000
Unwanted sexual contact	1.2	1,398,000	0.9	1,064,000	0.3	354,000
Noncontact unwanted sexual experiences	1.3	1,501,000	1.1	1,249,000	0.3	315,000

Sex of Perpetrator

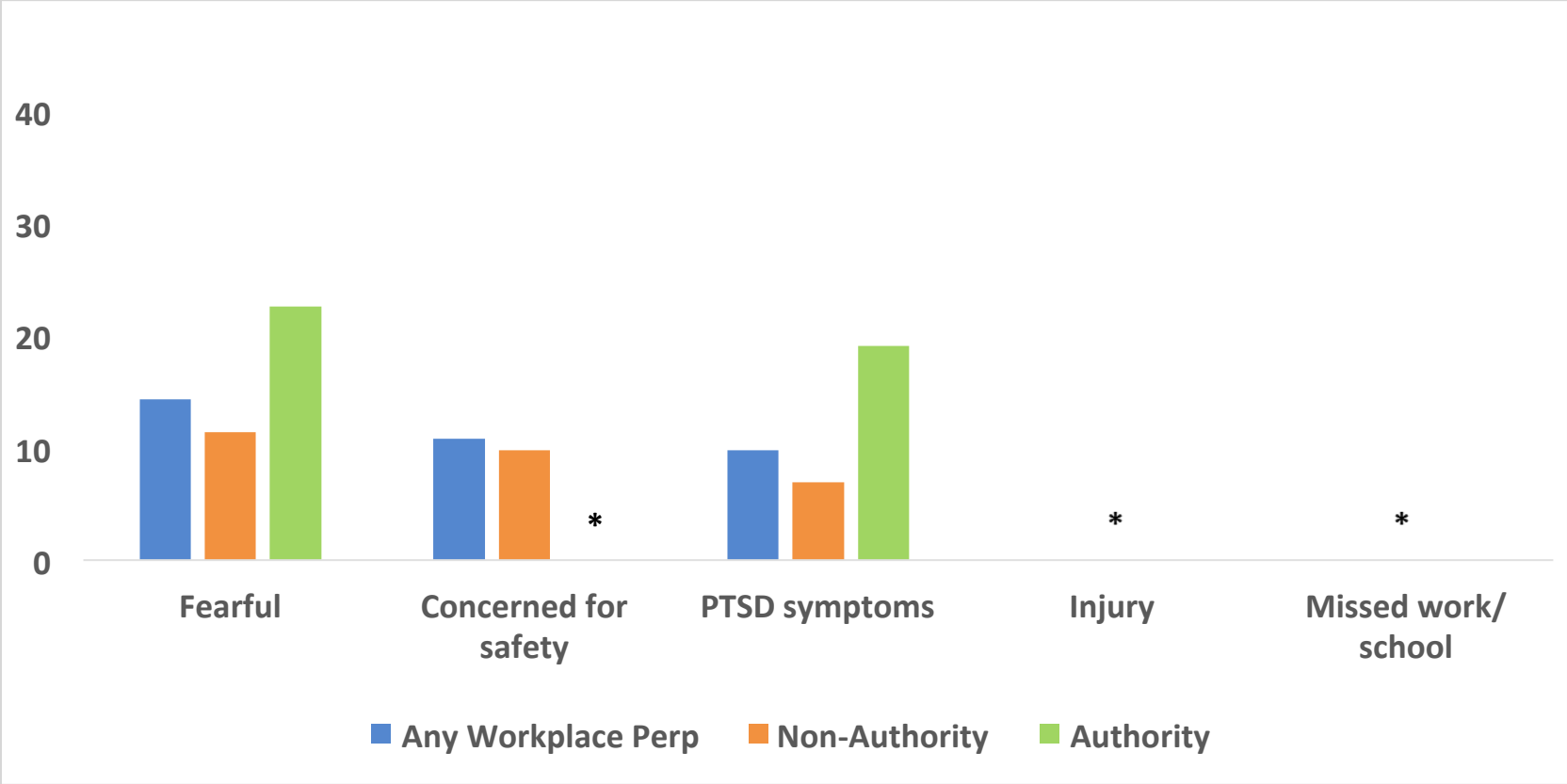
Sex of Perpetrator among Female and Male Victims of SV by a Workplace-Related Perpetrator — NISVS 2010-2012 Average Annual Estimates

	Any workplace perpetrator	Nonauthority Figure	Authority Figure
Sex of perpetrator			
<i>Among female victims</i>			
Male only	96.2	95.4	97.8
Female only	2.8	3.5	
Both male and female	--	--	--
<i>Among male victims</i>			
Male only	40.7	36.9	56.8
Female only	53.6	57.0	41.4
Both male and female	5.5	5.8	--

Lifetime Impacts Among Female Victims of Sexual Violence by a Workplace-Related Perpetrator



Lifetime Impacts Among Male Victims of Sexual Violence by a Workplace-Related Perpetrator

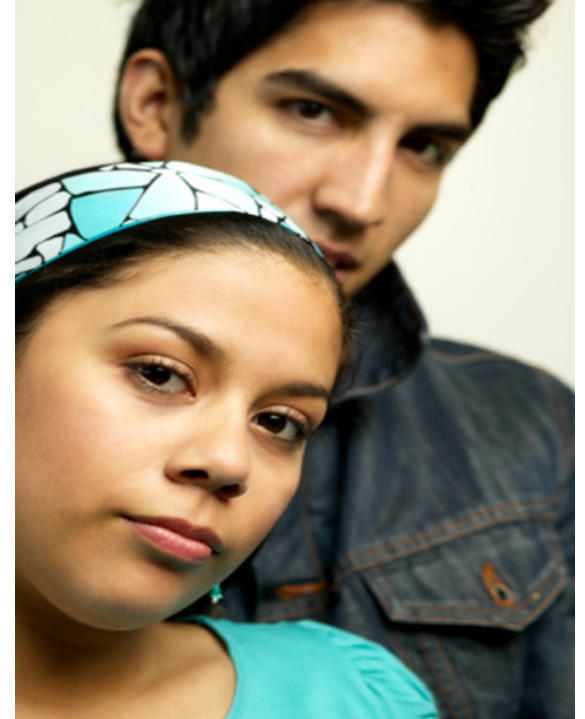


*Unstable estimates are suppressed.

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

Thank You

Questions??

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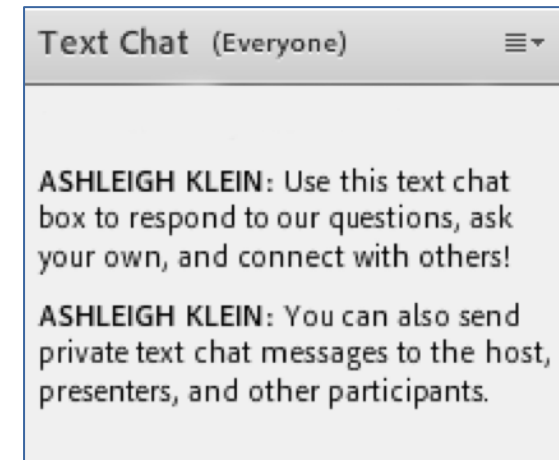
The findings and conclusions in this presentation are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention.



What approaches are you using to prevent workplace- related sexual violence?

Text Chat Question

Use the Text Chat feature to
answer the question.

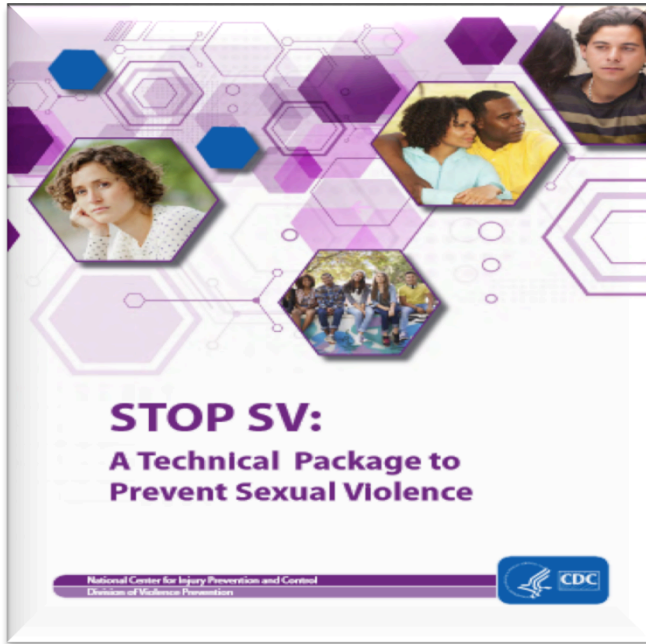


Meet Our Collaborative Partner



Jennifer Grove

Prevention Director,
National Sexual Violence Resource Center
She/her/hers



STOP SV		
	Strategy	Approach
S	Promote Social Norms that Protect Against Violence	<ul style="list-style-type: none"> • Bystander approaches • Mobilizing men and boys as allies
T	Teach Skills to Prevent Sexual Violence	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Strengthening economic supports for women and families • Strengthening leadership and opportunities for girls
P	Create Protective Environments	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Victim-centered services • Treatment for victims of SV • Treatment for at-risk children and families to prevent problem behavior including sex offending

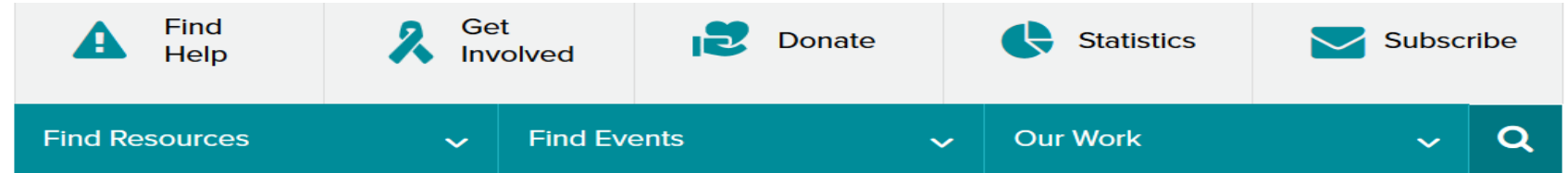
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Themes in Technical Assistance

- ▶ Research
- ▶ Programming/curricula for employees
- ▶ What's the role of leadership?
 - ▶ Workplace policy recommendations, examples, etc.

Resources

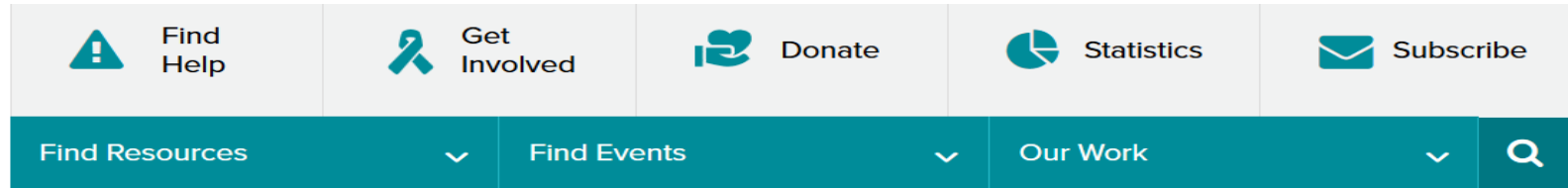


[Home](#) > [Ending Sexual Assault and Harassment in the Workplace](#)

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



[Home](#) > [Sexual Violence and the Workplace: 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 \(EEOC\)](#)

Resource Highlight



[Resource Library](#) ▾

[Background](#)

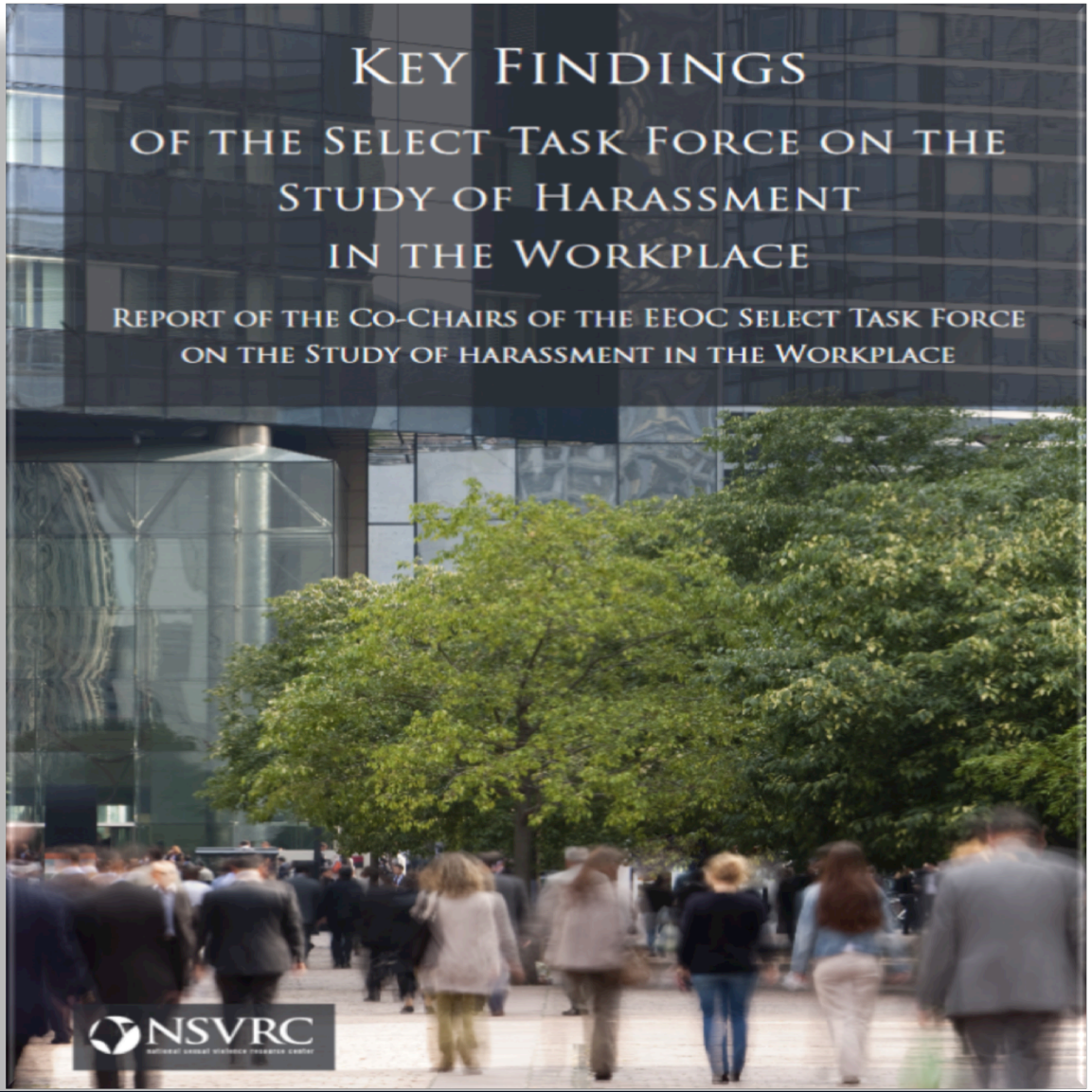
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NATIONAL RESOURCE CENTER

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

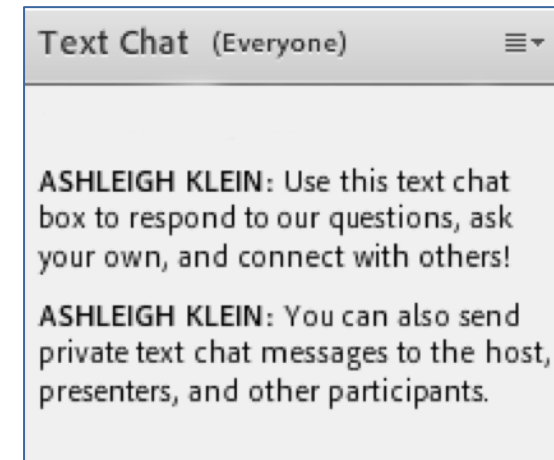
REPORT OF THE CO-CHAIRS OF THE EEOC SELECT TASK FORCE
ON THE STUDY OF HARASSMENT IN THE WORKPLACE



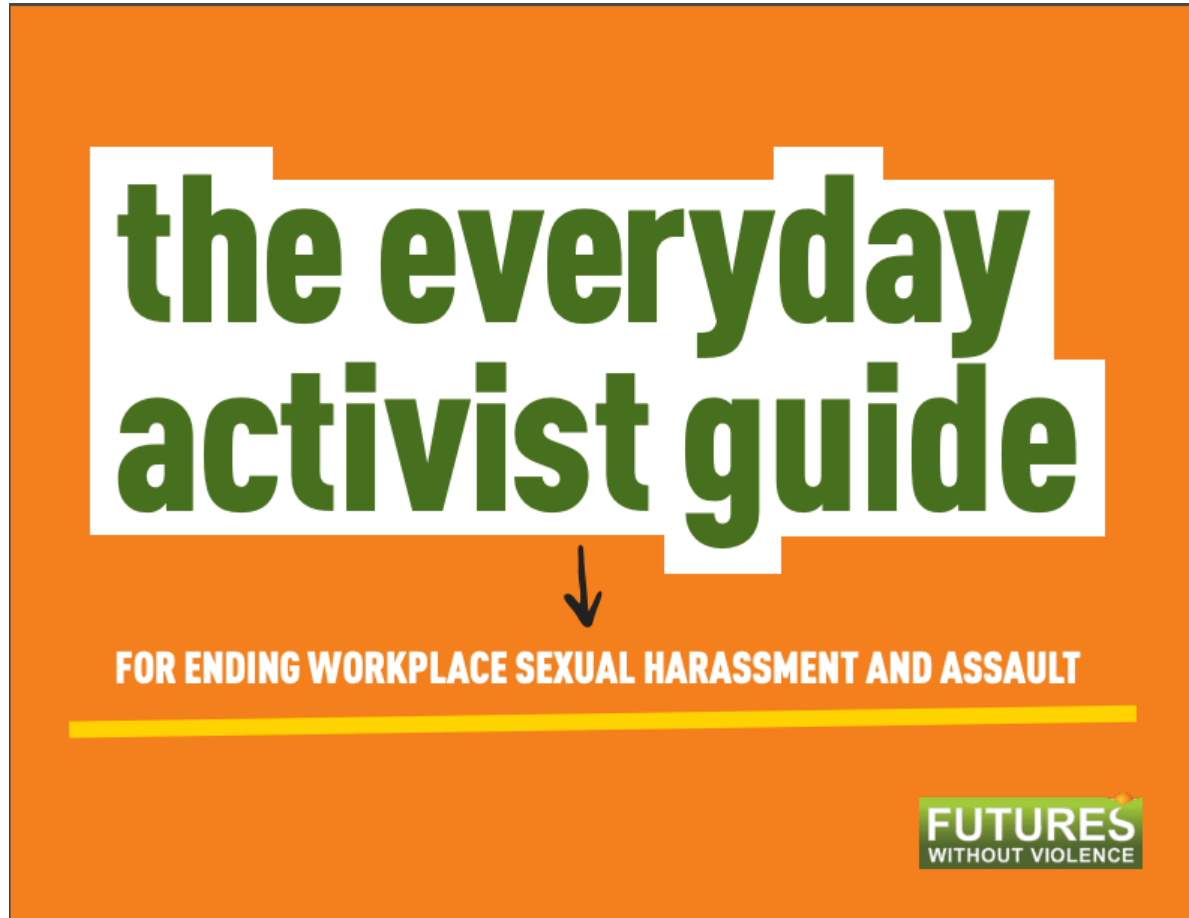
How will you strengthen your work to prevent workplace-related sexual violence?

Text Chat Question

Use the Text Chat feature to answer the question.



Everyday Activist



<https://checkyourworkplace.com/activist-guide/>

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- ▶ Policy Review or Creation
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- ▶ Communications Support
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