“Women just don’t work as hard as men.”

“Don’t be a sissy.”

**Gender harassment**
Verbal and nonverbal behaviors that convey hostility, exclusion, or second-class status about members of one gender

**Sexual harassment** encompasses *gender harassment, unwanted sexual attention, and sexual coercion*
Academia has the second highest rate of sexual harassment behind the military.

Women medical students are 220 times more likely than non-STEMM students to experience sexual harassment.

Women of color and sexual & gender minorities have even higher rates of experiences.
Harassment impacts everyone.

Over **58%** of women faculty and staff

and **20-50%** of women students

and **5-15%** of men students
94% of university faculty and staff did not report their experience.

Women of color—black women, Asian-American women, and Latinas—report even less frequently than white women.

Wasti and Cortina, 2002
Retaliation becomes more likely and severe when there is a power differential between the target and the harasser.

Knapp et al. 1997
Cortina and Magley 2003
Reporting is often the last resort.

It’s an option only when others have been exhausted.
So what do targets do?

- 74% avoided their perpetrator
- 73% detached themselves psychologically
- 70% endured the situation without any attempt to resolve it
- 30% attempted to appease their perpetrator by making up an excuse to explain the behavior.

Magley, 2002
Sexual harassment has a stronger effect on women’s well-being than other job stressors ...even when accounting for Stress outside of work Level, tenure, workload Personality Demographic factors

Cortina and Berdahl, 2008
Sexual harassment impacts organizations in its effect on:

Work withdrawal
Job withdrawal
Decreased productivity
Performance decline

Cortina and Berdahl, 2008
Targets lose their professional status and consider leaving the profession.

Others may perceive the targets negatively because colleagues do not know the reason for their decision.
Institutional Impact of Attrition

Start-up costs for new faculty in engineering and the natural sciences can range from $110,000 to $1.5 million.

When faculty leave the institution, it can take up to 10 years to recoup the investment.

Loss in productivity due to harassment has been measured up to $22,500 per employee.

NASEM 2018
Institutions should try to understand the prevalence and impact of sexual harassment through regular, anonymous campus climate surveys, not by the number of cases reported.
HOW DO WE END SEXUAL HARASSMENT?