



“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*



Prevalence

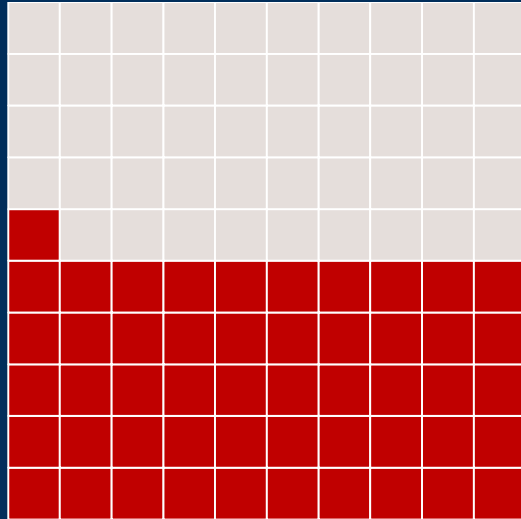
Academia has the **second highest rate** of sexual harassment behind the military

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

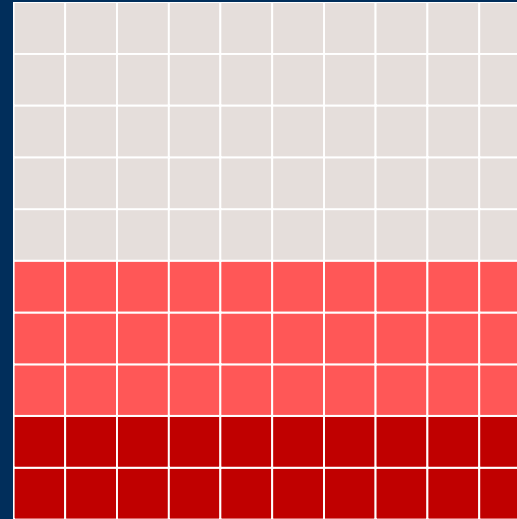
Women of color and sexual & gender minorities have even **higher rates** of experiences.



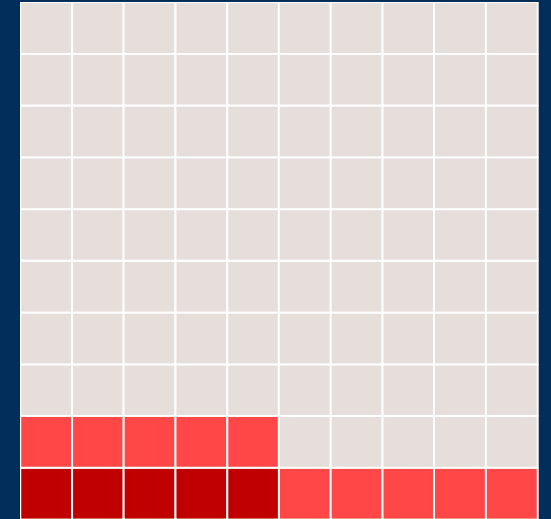
Over **58%** of women
faculty and staff



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



and **5-15%** of men
students



Harassment impacts everyone.



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.



**Targets
fear
retaliation**

Retaliation becomes more likely and severe when there is a **power differential** between the target and the harasser.



Reporting is often the **last resort.**

It's an option only when others have been exhausted.



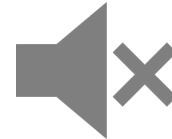
So what do targets do?



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.



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



**Sexual
harassment
impacts
organizations
in its effect
on...**

Work withdrawal

Job withdrawal

Decreased productivity

Performance decline



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.**



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?