

THE SHIFT WORK SHOP

2022 State of Sexual Harassment Study

ANNUAL STUDY | SEPT 22





Disclaimer

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3rd Annual Study 2020 - 2021 - 2022

The 2022 Study Explores...

- Relationships in the Workplace
- State of Sexual Harassment & Sexism
- Effectiveness of Training & Prevention
- Implications & Action Steps



Introduction

This year, we had more respondents than ever with 1,656 people taking the survey from July 25 - August 8th, 2022. This study first began in 2020 after the beginning of the Covid-19 global pandemic. This is the third year of running this study and this year reflects the realities as we adjust to a post-pandemic working environment. We also honor and acknowledge all the hard-working humans that worked in-person for the duration of the pandemic.

This year, we see significant increases in instances of sex, intimacy and relationships in the workplace, which may also be attributed to our smaller social circles, again, likely due to the global pandemic. As our social circles grew smaller, our workplaces became space to fulfill our unmet needs of connection, intimacy, and novelty.

We also honor that the nature of this study can create a skewed bias toward experiencing harassment. Those that have experienced or been impacted by sexual harassment, may be more likely to opt-in and share their experience of sexism or sexual harassment at work.

This study is dedicated to all the humans that have ever faced harassment or harm as the result of who they are and how they show up in the world. I love you and am so grateful for everyone who shared their experience in service of creating safer workplaces for all.

Thank you.

Amanda Rue, Founder, The Shift Work Shop



Key Insights

INTIMACY AT WORK INCREASES

More instances than ever of intimate friendships, relationships and sexual dynamics in the workplace.

1 IN 2 FACED SEXUAL HARASSMENT

All genders faced harassment in the last 12 months with women most affected (55% of women)

TRAINING ALONE IS INEFFECTIVE

Those that take training are more likely to note sexual harassment & sexism in the workplace.



Relationships in the Workplace

How close is too close?

**HOW WE INTERACT & ENGAGE WITH
EACH OTHER INFLUENCES THE
HEALTH OF A COMPANY'S CULTURE**

We have meaningful relationships at work

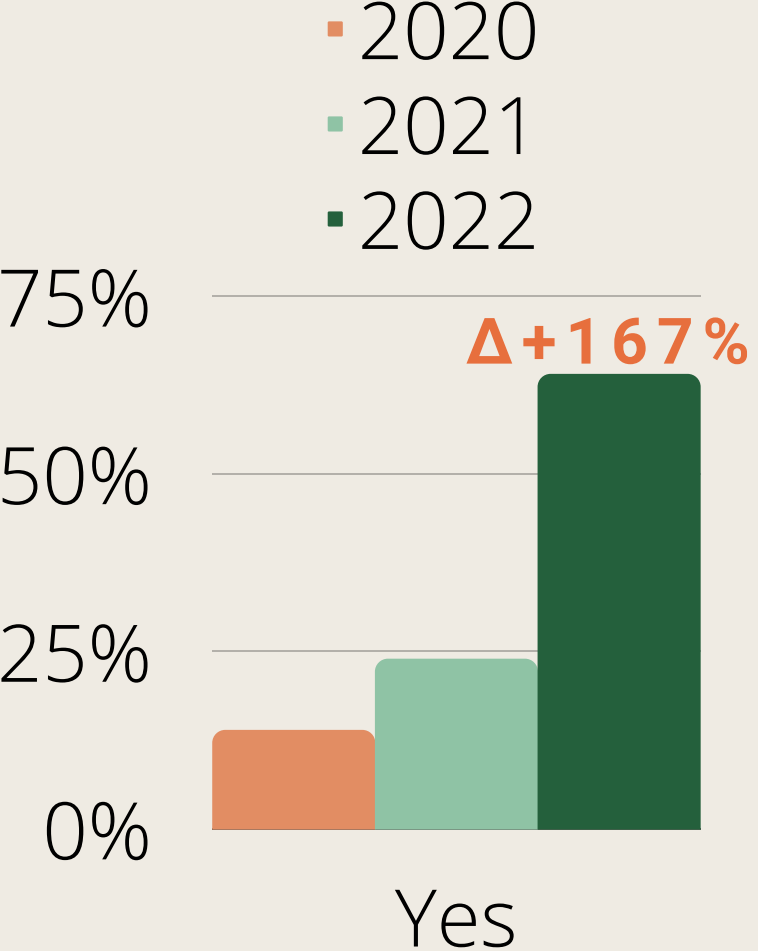
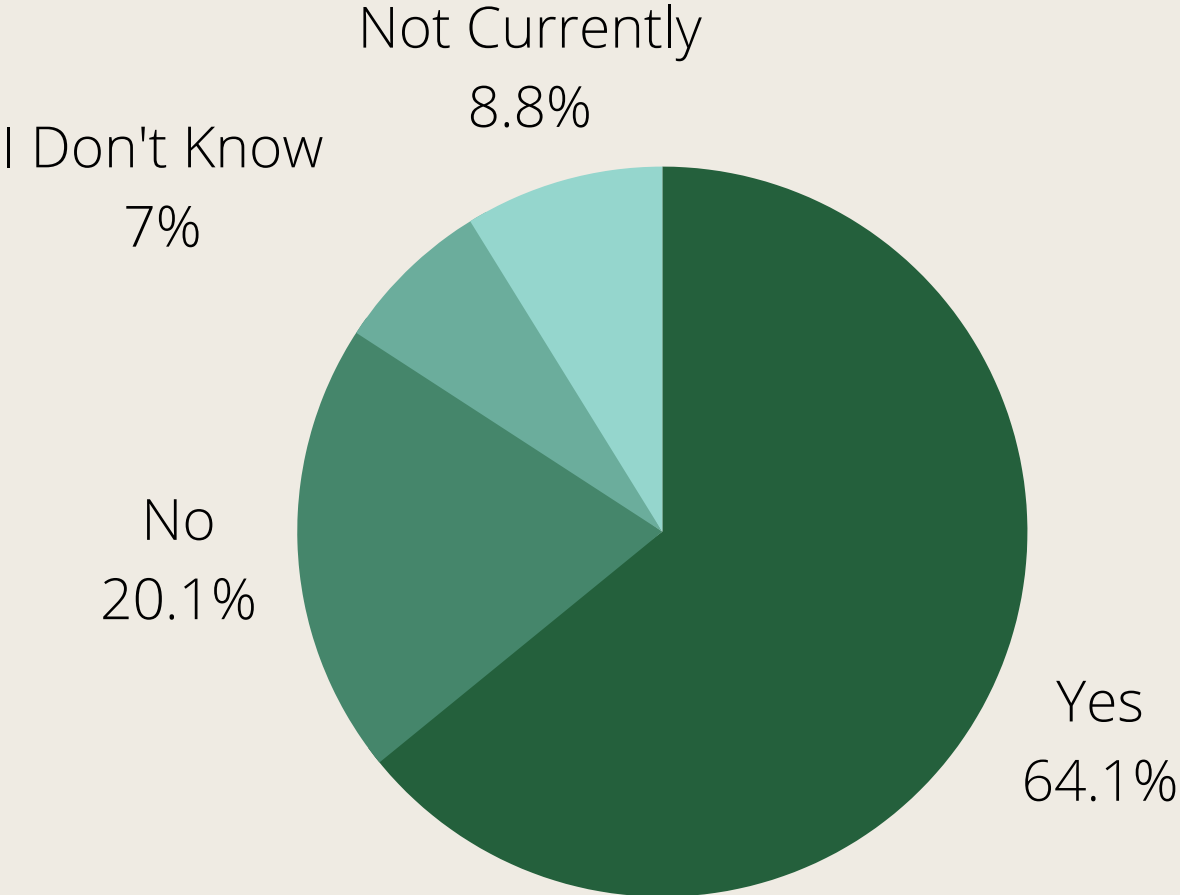
BEST FRIENDS & WORK SPOUSES

64% of respondents noting having a best friend or somebody they consider a work "spouse" like a "work wife" or a "work husband."

This is a significant increase from the studies in years prior, with only 14% in 2020, and 24% in 2021 noting this type of relationship or dynamic at work.

This suggests that we have and are capable of meaningful relationships based on trust and loyalty within our workplaces.

DO YOU HAVE A COWORKER YOU CONSIDER A BEST FRIEND OR "WORK SPOUSE?"



3 in 4 have had a sexual relationship with a coworker

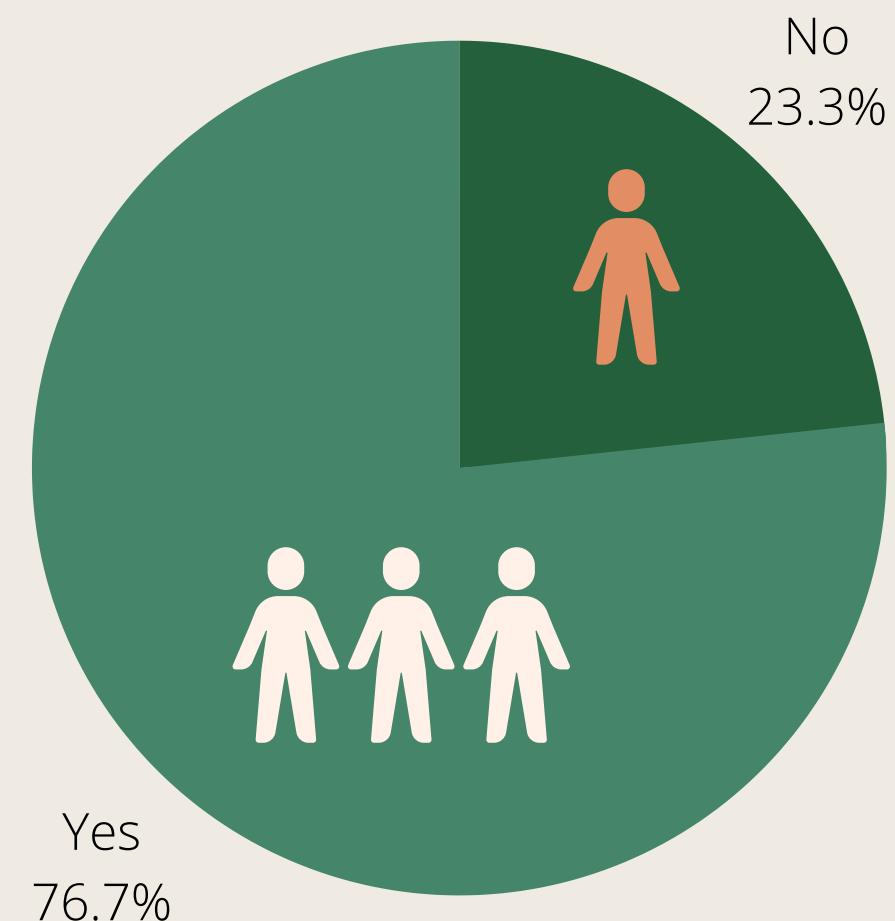
SEX IN THE WORKPLACE

77% have has a sexual relationship with a coworker at some point in their career.

37% of these dynamics are potentially more problematic due to power imbalances (incidents with direct reports & clients).

This is a significant increase from 2021 when 58% noted having a sexual relationship with only 1 in 5 (17%) potentially more problematic due to power imbalances.

HAVE YOU EVER HAS A SEXUAL OR ROMANTIC RELATIONSHIP WITH A COWORKER?



Some relationships go a little deeper...

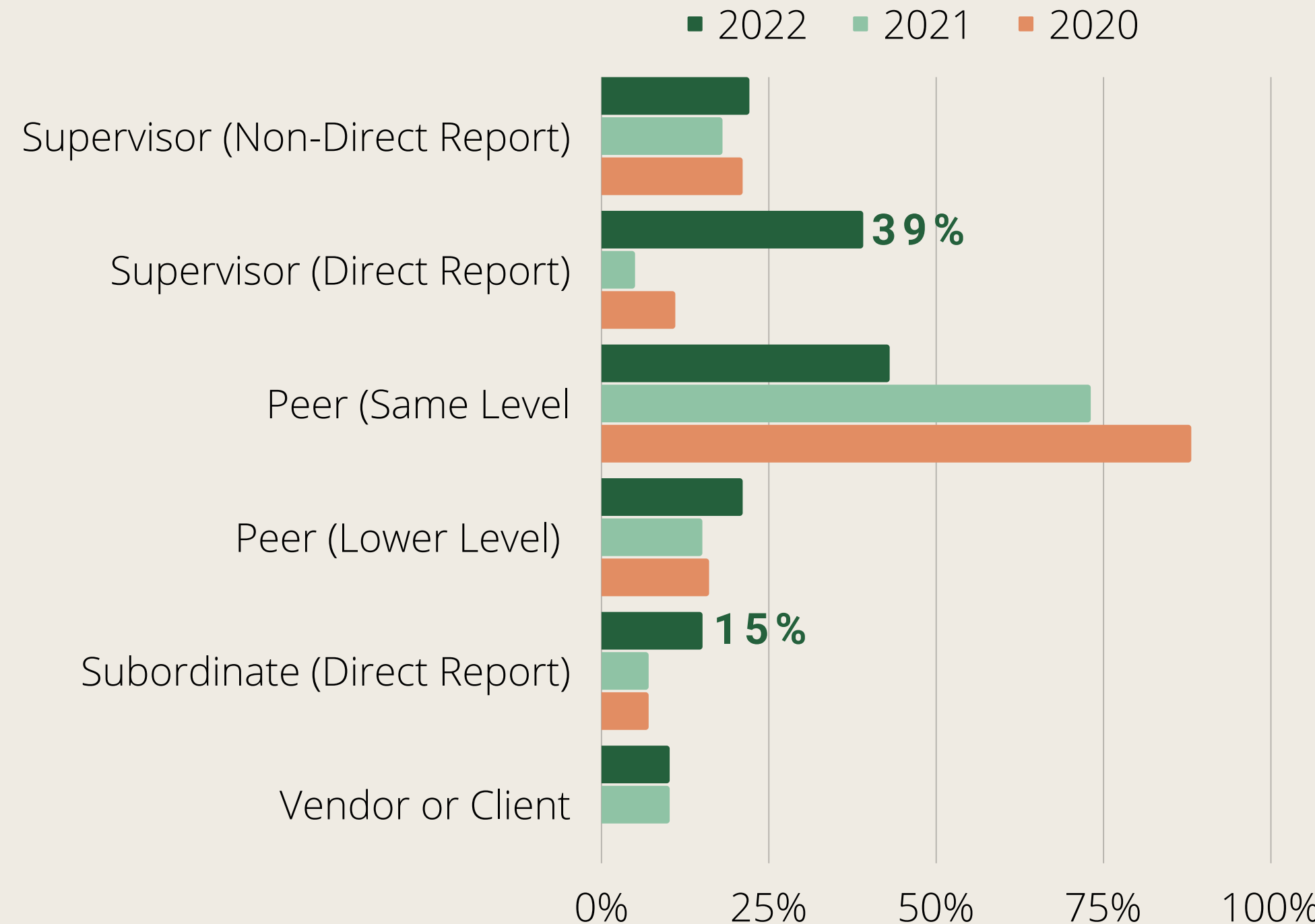
DATING IN THE WORKPLACE

81% have dated a coworker at some point in their career

54% of these are potentially problematic due to power imbalances (direct reports & clients).

This is a significant increase from the prior year's study where only 45% admitted to dating a coworker. There are also significantly fewer peer-to-peer relationships, as more employees note relationships with supervisors.

HAVE YOU EVER DATED A COWORKER?



Relationships at Work

This year there is significantly more instances of sex, relationships and intimate dynamics at work. Showing steady increases year over year since 2020.



More self-identification as having sex & relationships in the workplace.



Almost 1 in 2 sexual relationships involve power dynamics between direct reports.



It is naive to pretend this does not happen, or does not affect the workplace.

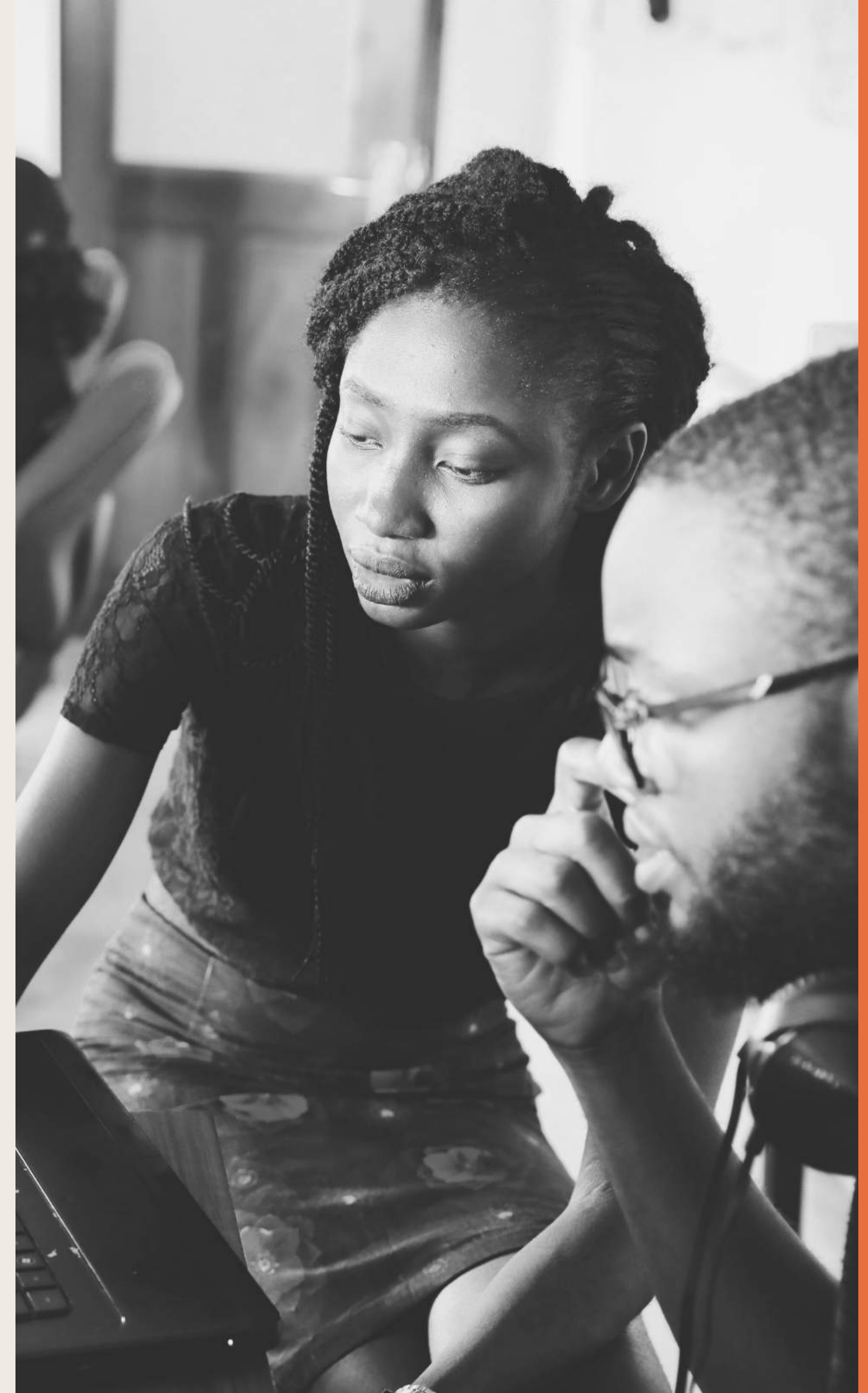


Sexism & Sexual Harassment at Work



Current Realities

What is the state of sexual harassment in 2022?



Sexism continues to run rampant in workplaces

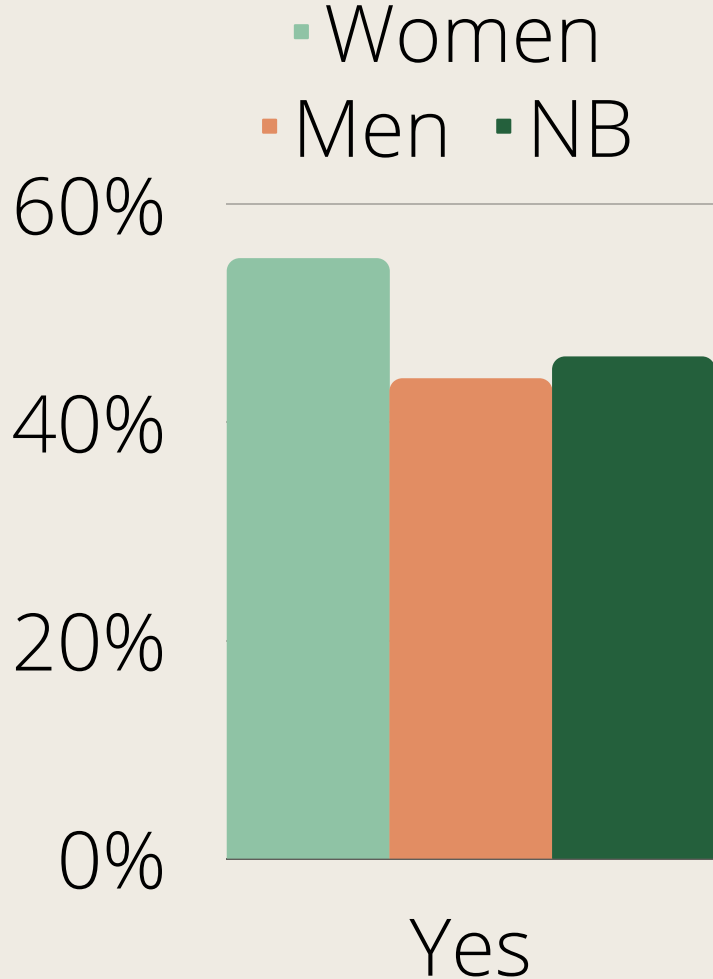
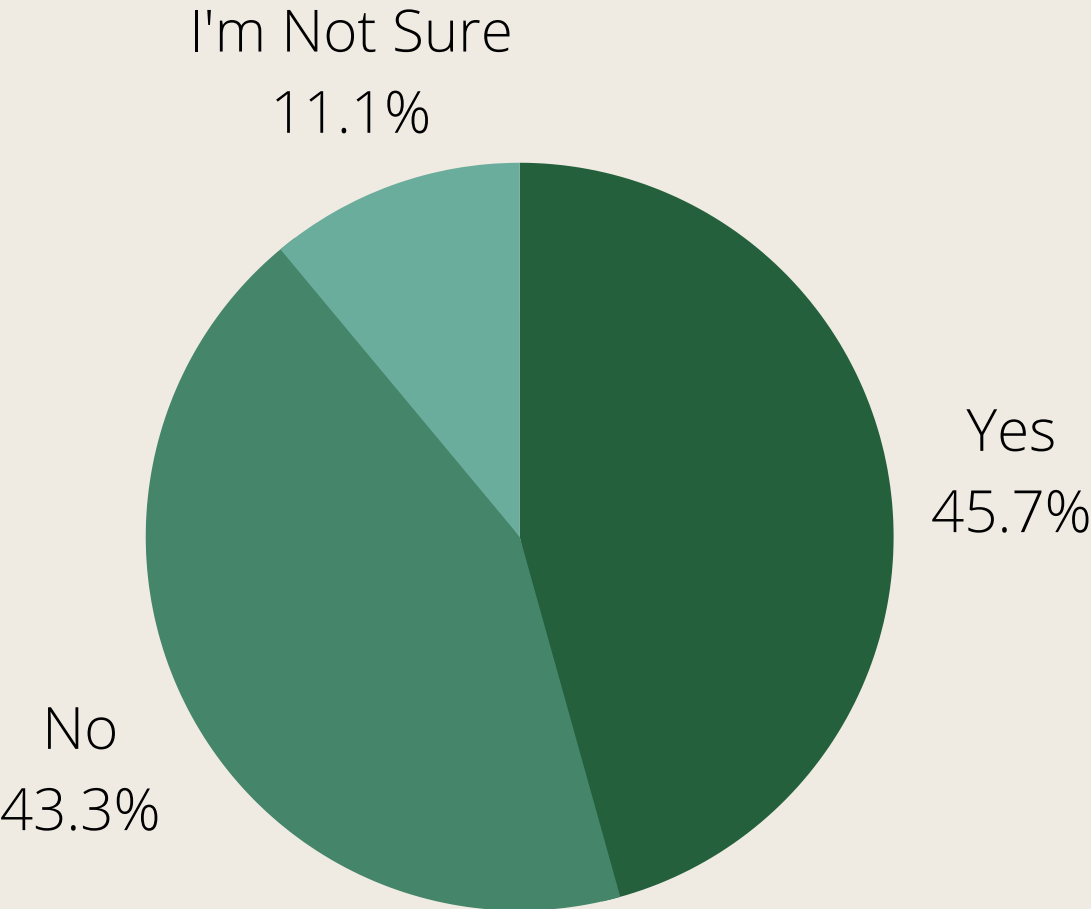
WHILE INAPPROPRIATE, NOT AN ILLEGAL PRACTICE

46% faced sexism within the last year.

Sexism affects all genders. However it disproportionately affects women with 55% of women experiencing sexism, compared to 44% of men, and 46% of non-binary/GNC employees.

Perhaps even more alarmingly, 55% of people who received training faced sexism compared to just 28% of those who did not receive training.

HAVE YOU EXPERIENCED SEXISM WITHIN THE LAST 12 MONTHS?



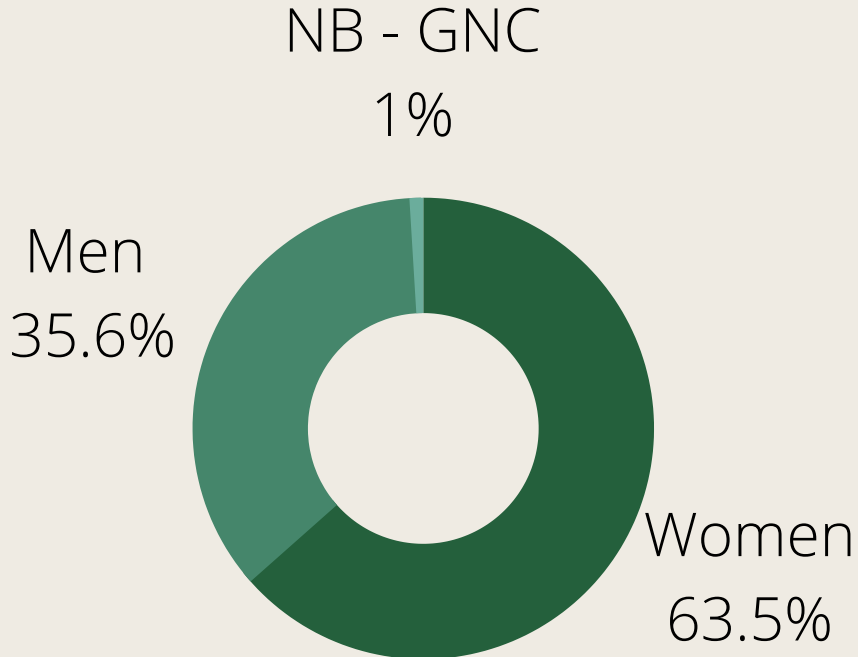
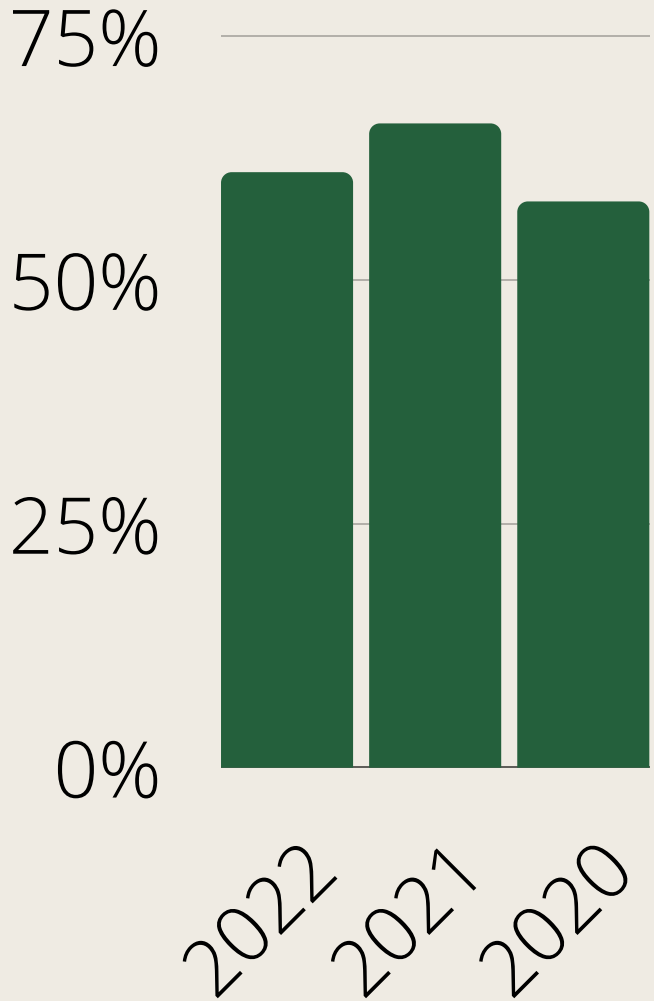
More men identify as victims of sexual harassment in 2022

ALL GENDERS ARE IMPACTED

Slightly down from year to year, **61% of respondents noted experiencing sexual harassment at some point in their career** (66% in 2021).

In 2022, women made up 65% of those who experienced harassment. In 2021, men made up only 13% of self-reported sexual harassment victims, demonstrating an increased representation of men who experienced sexual harassment (36%).

HAVE YOU EVER EXPERIENCED SEXUAL HARASSMENT?



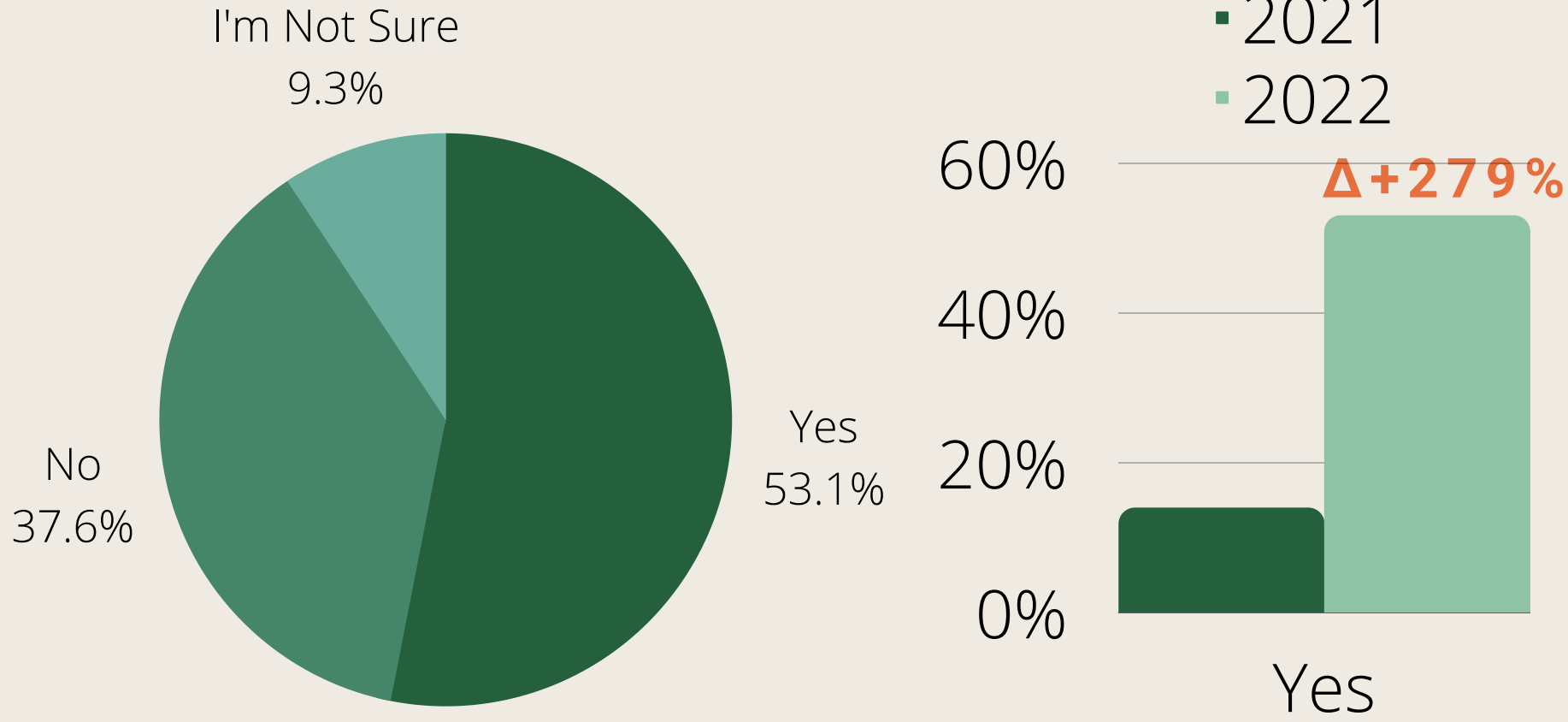
53% faced sexual harassment in the last 12 months

1 IN 2 AFFECTED IN THE LAST YEAR

55% of women and 50% of men have experienced harassment within the last 12 months.

Most alarmingly, in 2021, only 14% of respondents noted that they experienced sexual harassment within the last year. This represents over a 279% increase in sexual harassment over the past year.

HAVE YOU PERSONALLY EXPERIENCED SEXUAL HARASSMENT IN THE LAST 12 MONTHS?

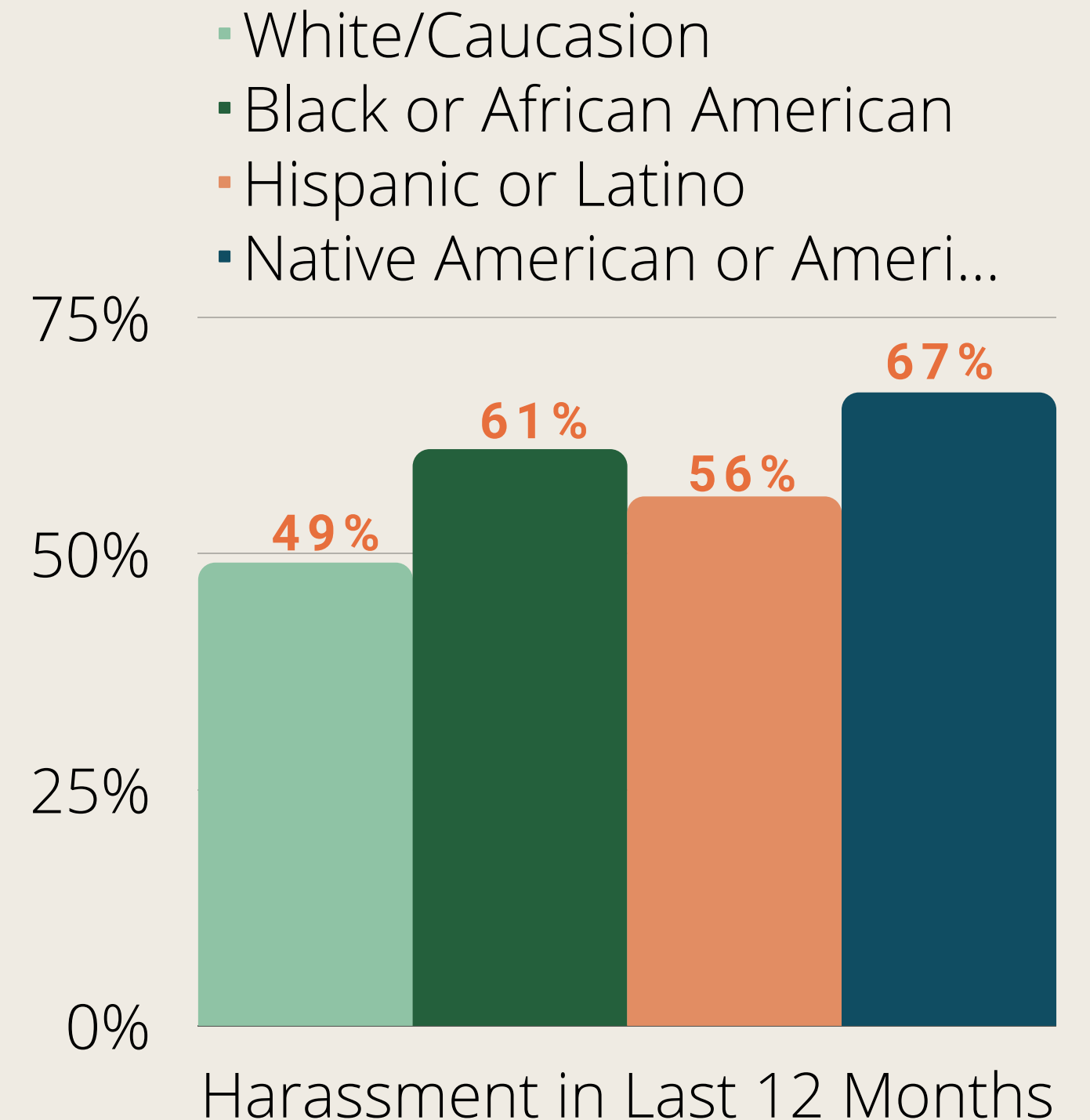


*Data for Non-Binary/GNC Employees not statistically significant (n=13)

BIPOC employees most likely to experience harassment

Native and indigenous employees are most likely to face harassment, with **67% experiencing it in the last 12 months, as well as 61% of Black employees and 56% of Hispanic or Latino employees.** This is compared to the 49% of White employees who experienced the same.

While all ethnicities experience sexual harassment, people of color are more likely to experience it, and may be less likely to speak out within white dominant companies and organizations.



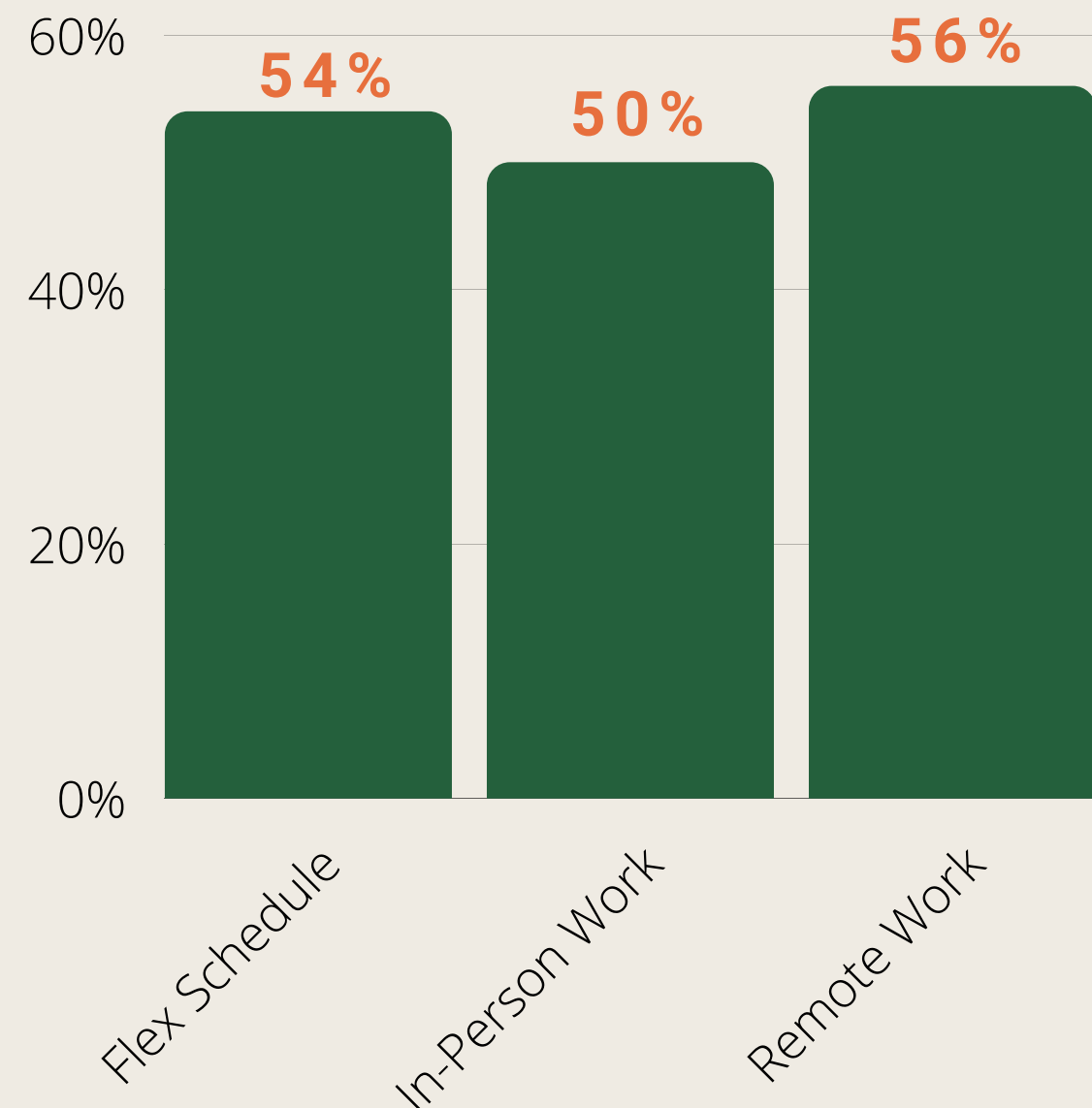
Remote workers most likely to face sexual harassment

1 IN 2 AFFECTED IN THE LAST YEAR

Surprisingly, remote workers are most likely to experience sexual harassment with **56% of remote workers facing it within the last 12 months.**

While still at risk, in-person workers are less likely to experience harassment than remote workers, with only 50% experiencing sexual harassment.

HAVE YOU PERSONALLY EXPERIENCED SEXUAL HARASSMENT IN THE LAST 12 MONTHS?

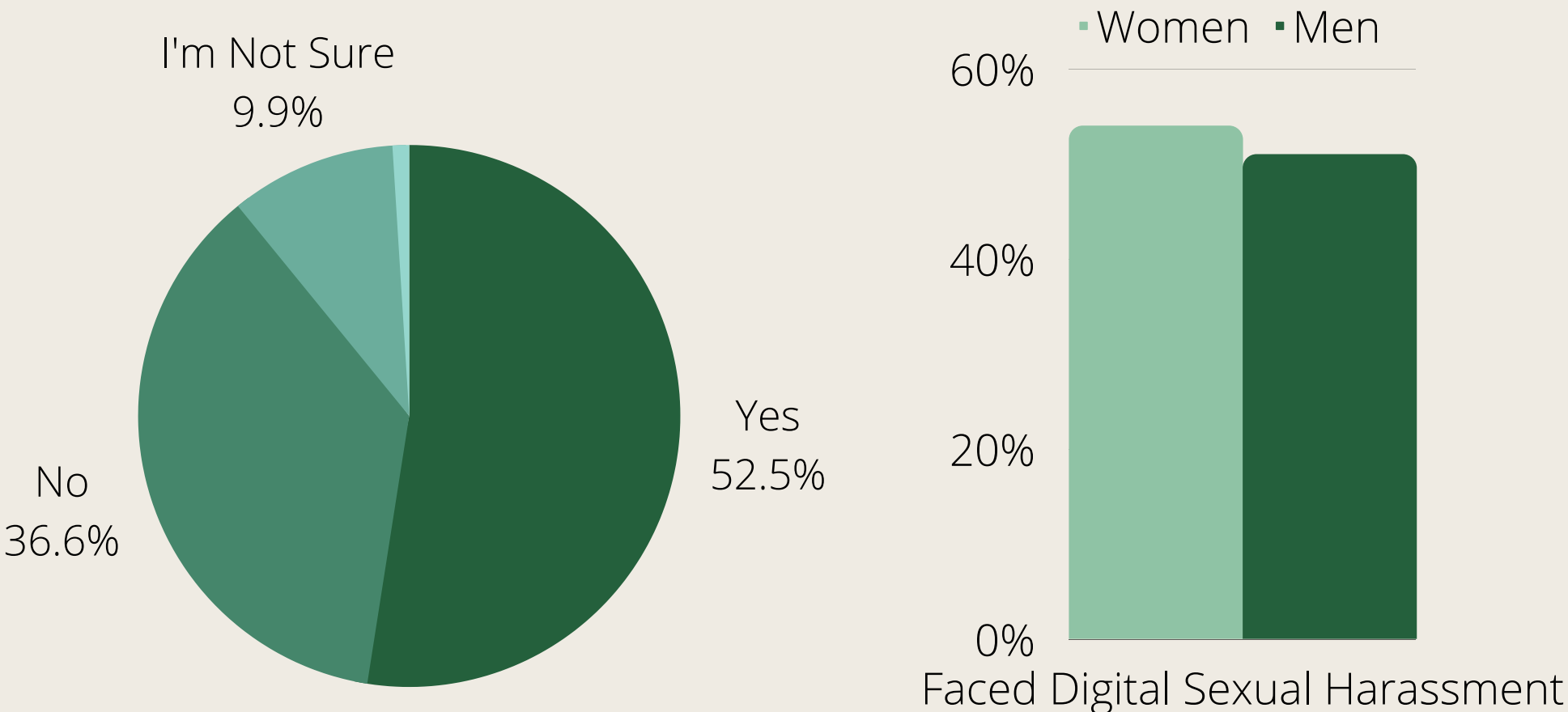


Digital sexual harassment affects 53% of workers

HAVE YOU EXPERIENCED WORKPLACE SEXUAL HARASSMENT OR SEXISM BY DIGITAL COMMUNICATION CHANNELS (EMAIL, SLACK, MESSAGING APPS)

53% of workers (54% of women, and 51% of men) experienced digital sexual harassment at some point in their career.

This is sexual harassment via digital communication channels including email, slack, or messaging apps.

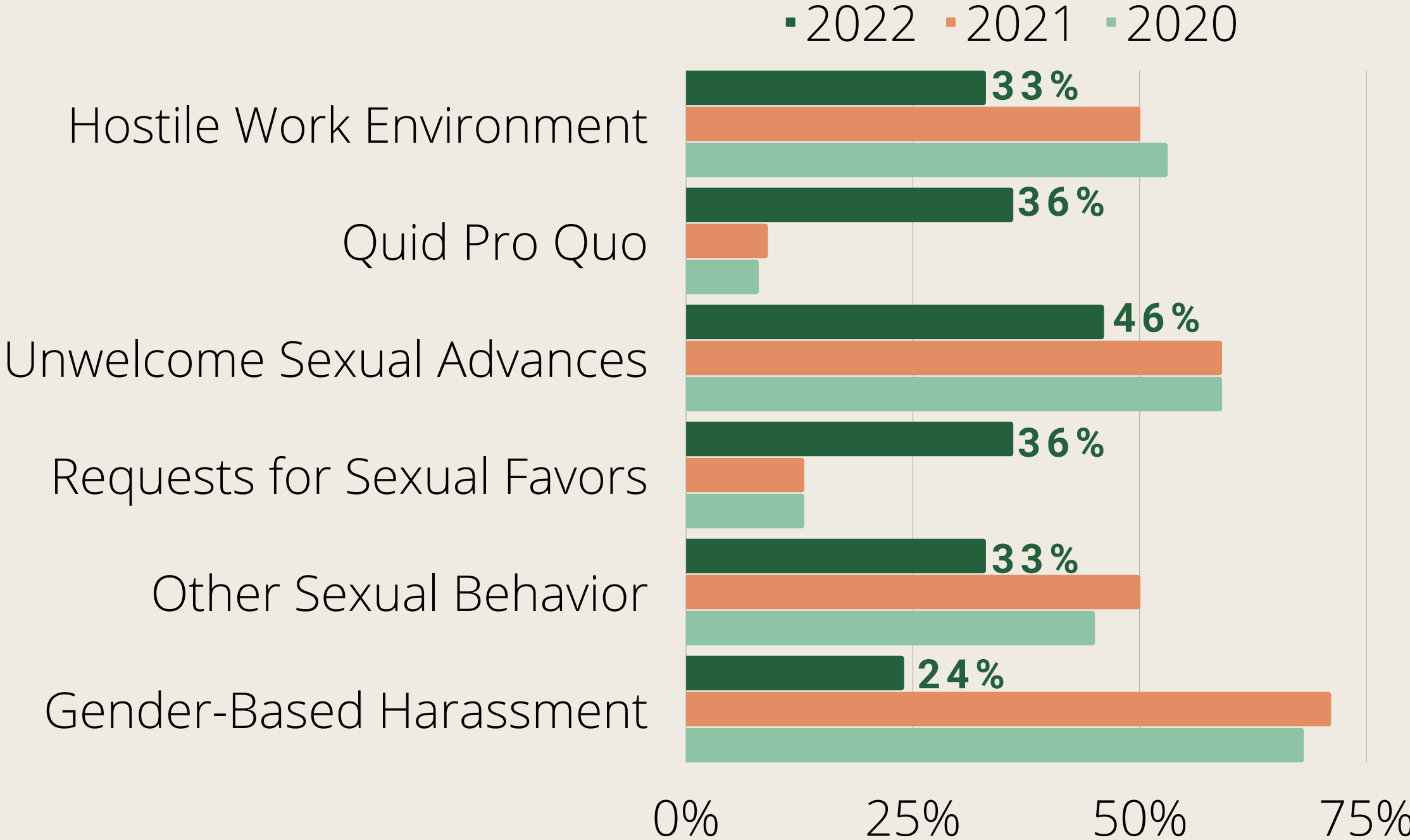


Unwelcome Sexual Advances most common form in 2022

GENDER-BASED HARASSMENT DOWN

The most common form of sexual harassment in 2022 is **unwelcome sexual advances**.

This is a shift from 2020-2021 where gender-based harassment was most common (68% & 71%). Gender-based harassment in 2022 was 24%, potentially due to more men noting harassment this year.



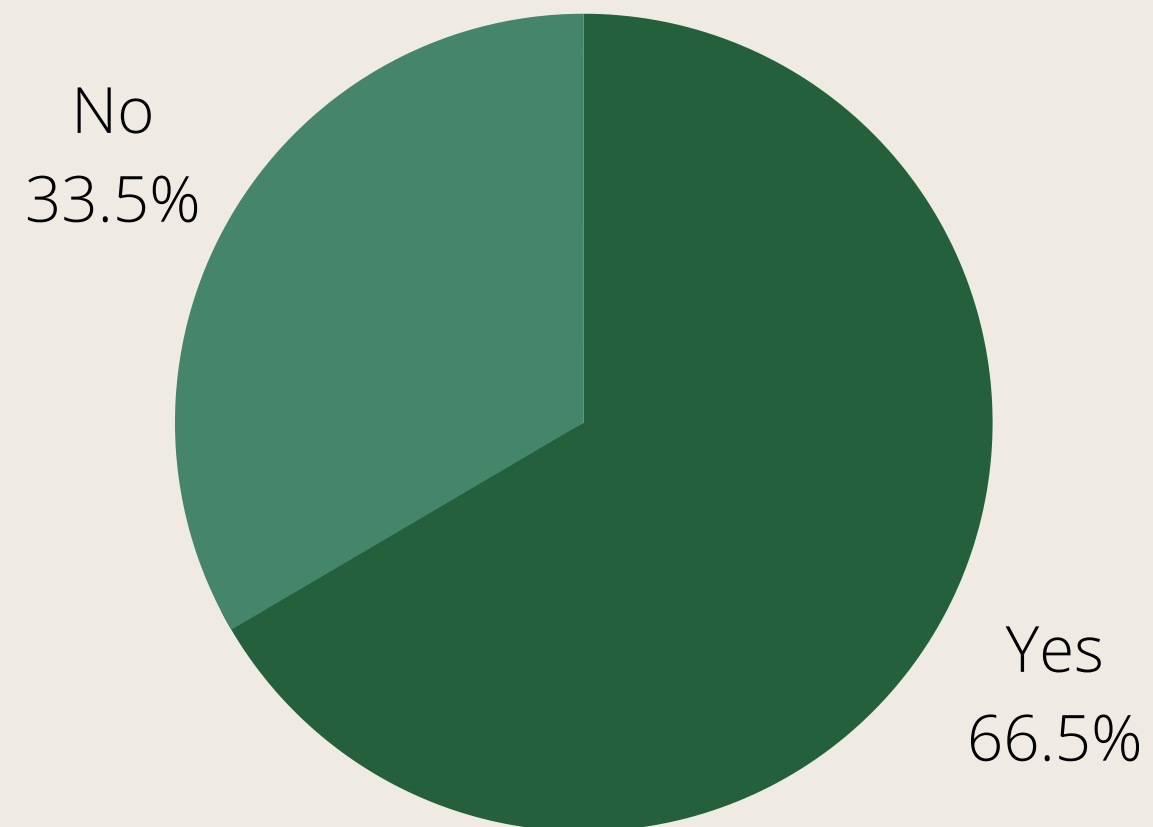
A Rise in Quid Pro Quo

HARASSMENT IMPACTS OUR WORK

67% have had someone in a position of authority trying to trade job benefits for sexual favors. Just last year, only 13% claimed they had been offered sexual favors in exchange for job benefits.

In virtually every instance (95%) - and consistent with last year's findings - this has an impact on their ability to advance, keep, or perform their job.

HAVE YOU PERSONALLY EXPERIENCED SOMEONE IN A POSITION OF AUTHORITY TRYING TO TRADE JOB BENEFITS FOR SEXUAL FAVORS?



Training, Prevention, & Harm Reduction



Current Realities

What is the impact of current trainings and prevention strategies?



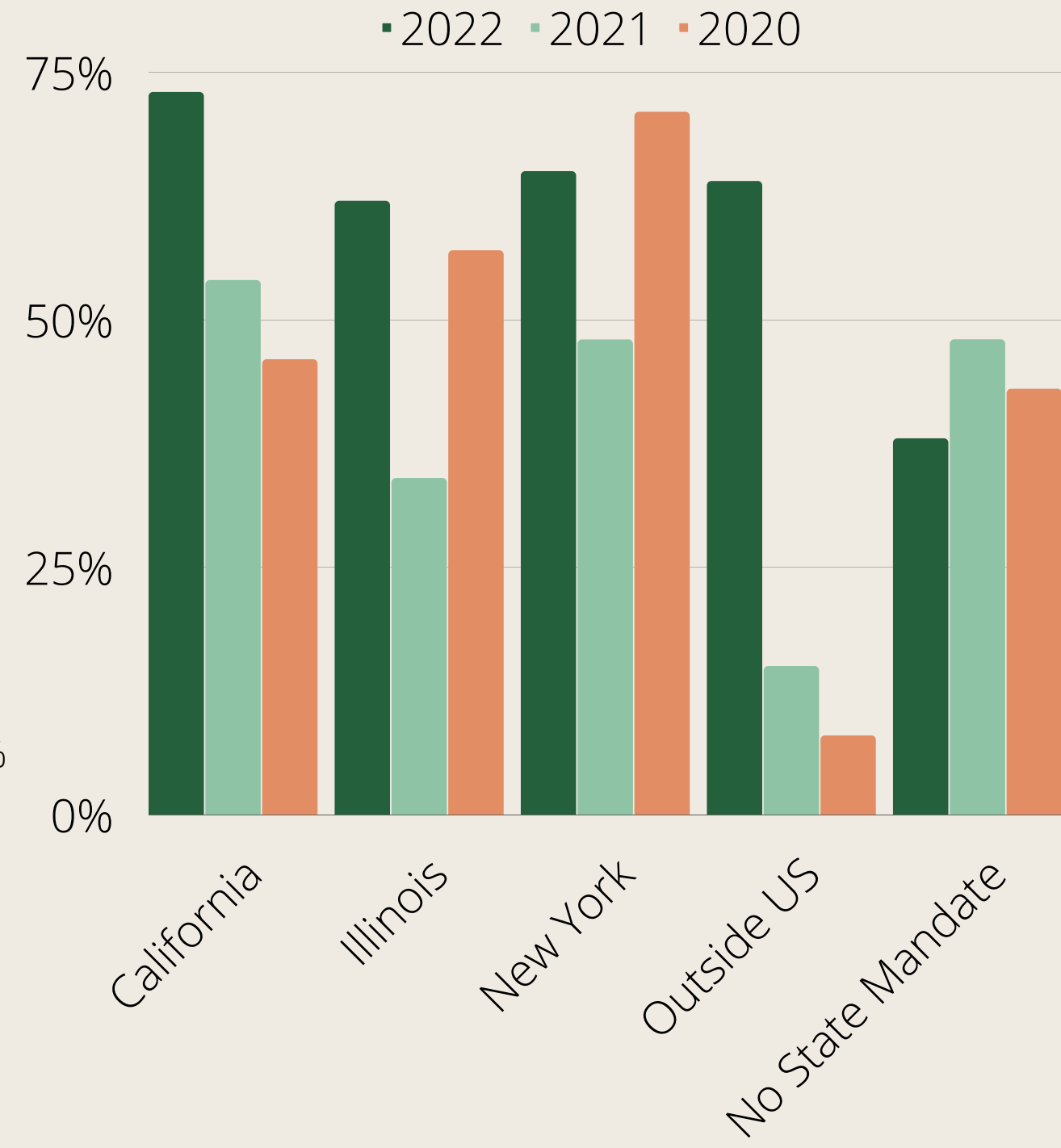
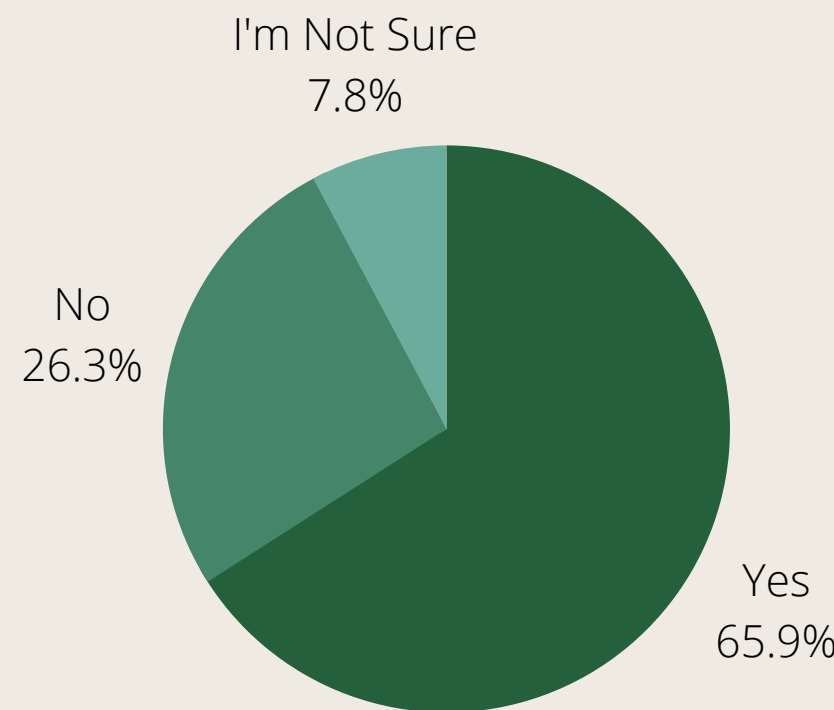
66% received training last year, with California leading the pack

73% OF EMPLOYEES IN CA WERE TRAINED

66% of respondents received sexual harassment prevention training within the last 12 months.

This is an increase from prior year's, with 43% in 2021 and 46% in 2020. California shows the highest rates of adoption with 73% of employees receiving training.

Only 38% of employees in states with no legal mandates received training.



Live training gains traction

A RISE IN IN-PERSON AND LIVE TRAINING FORMATS

40% of respondents received training via a Live Virtual Training, which is an increase from last year, with only 11% receiving training in this format.

In 2021, 77% of respondents received training via Self-Guided Online formats, demonstrating a shift in connecting with real humans for this training.

HOW DID YOU EXPERIENCE YOUR SEXUAL HARASSMENT PREVENTION TRAINING?



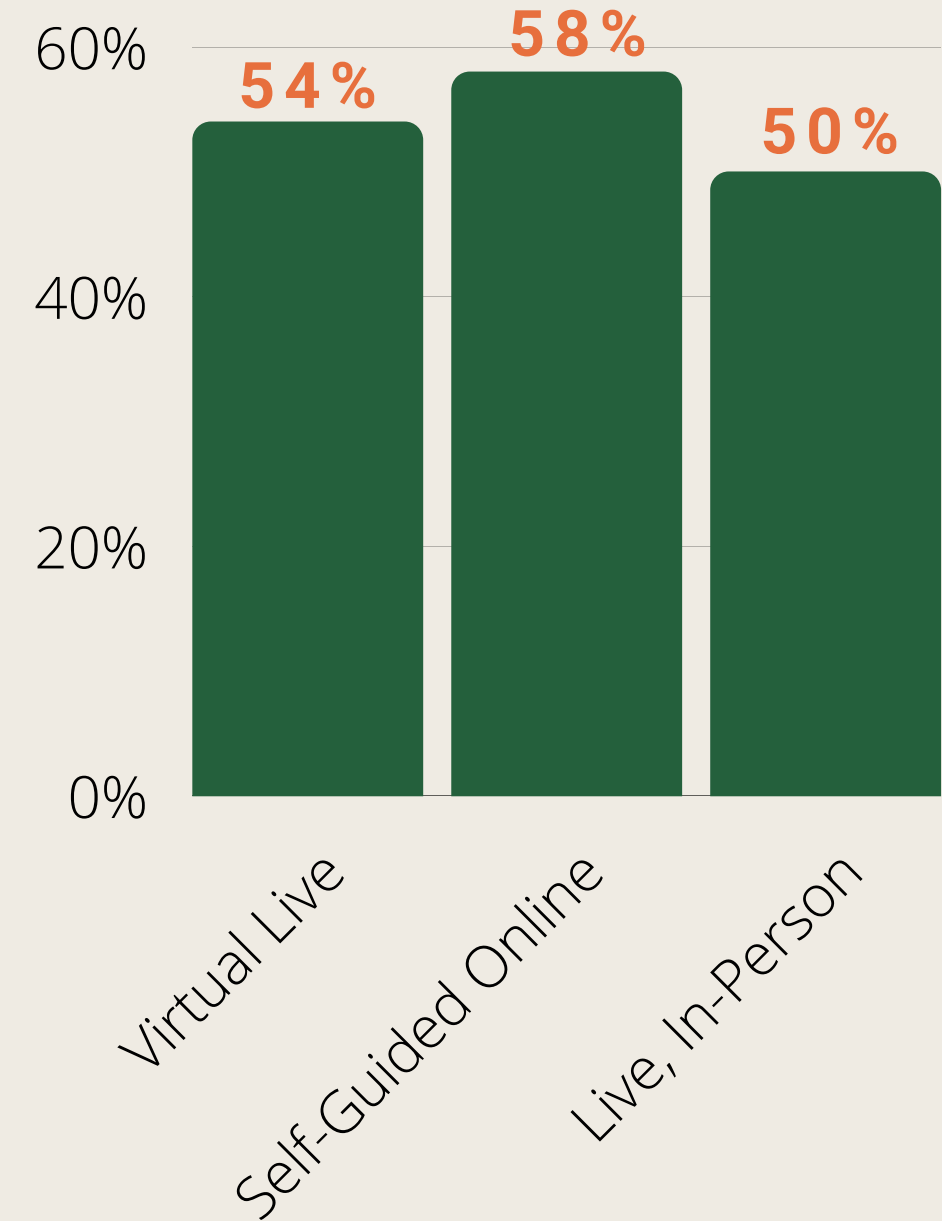
Live training gains traction

A RISE IN IN-PERSON AND LIVE TRAINING FORMATS

IMPACT OF TRAINING FORMAT AND EXPERIENCING SEXUAL HARASSMENT IN THE LAST YEAR

Live, in-person training is most effective with 50% of employees experiencing harassment compared to 54% and 58% of Live Virtual Training & Self-Guided Online Training, respectfully.

It is recommended to continue a focus on in-person, live training formats to further decrease incidents of sexual harassment.



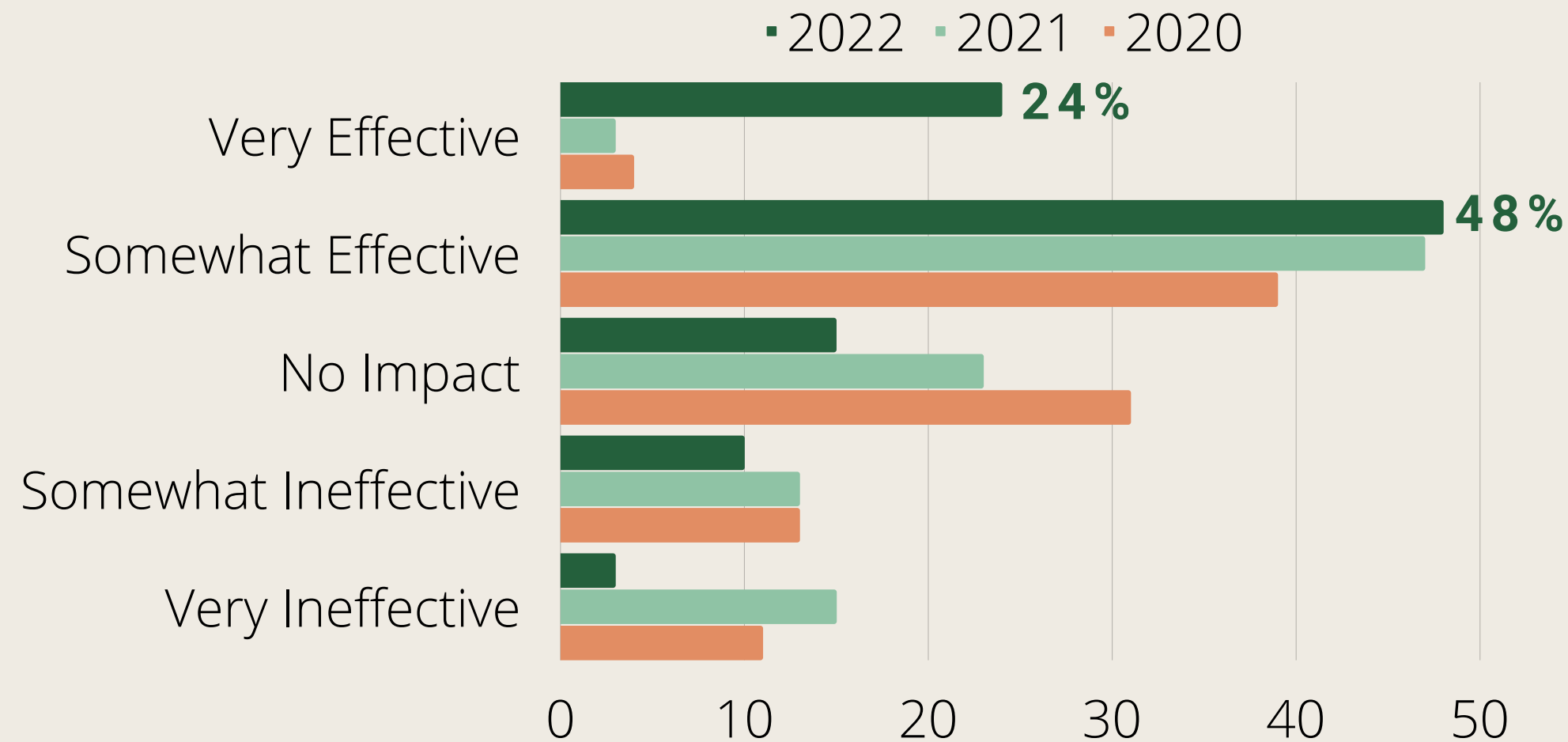
Most believe training is effective in preventing harassment

IN THE LAST 12 MONTHS

72% agree that training is either very or somewhat effective in preventing sexual harassment. This is a significant increase, suggesting that training is improving with 24% noting it was 'very effective' in preventing harassment.

As more people are being training by real humans, it's likely this may have a positive affect on perceived effectiveness.

HOW EFFECTIVE DO YOU THINK THE TRAINING IS IN PREVENTING SEXUAL HARASSMENT?



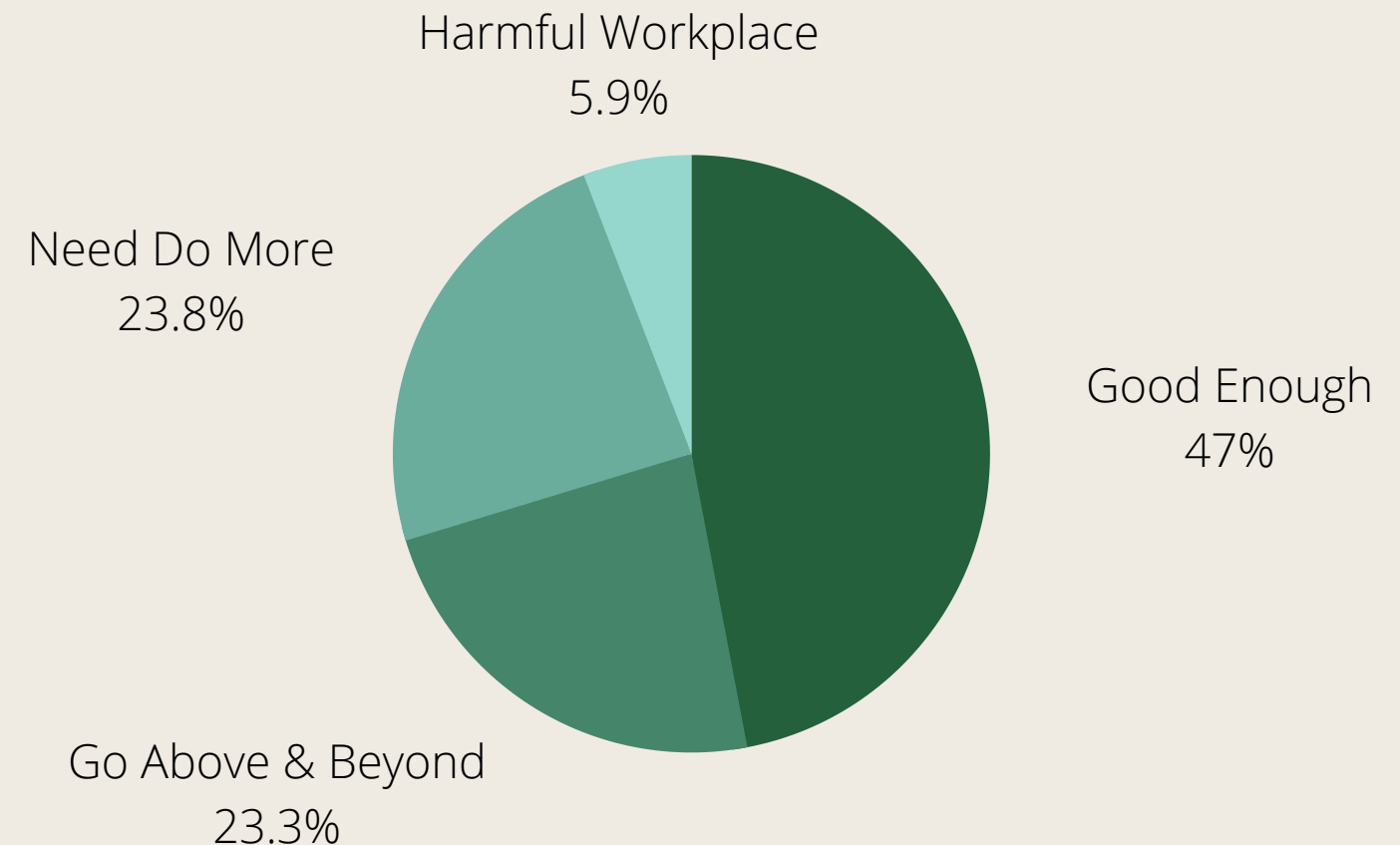
Most agree that their employer is doing enough...

DESPITE THE RISING RATES OF SEXUAL HARASSMENT

When asked if their employers were going enough to prevent harassment, **24% believe their company could be doing more to create a culture free from harassment.**

This is a significant decrease from 2020-2021 when 52% and 56% respectfully, agreed their employer could be doing more. This perhaps suggests a recent emphasis on prevention & training in the workplace.

DO YOU THINK SEXUAL HARASSMENT IS AN ISSUE AT YOUR CURRENT COMPANY?



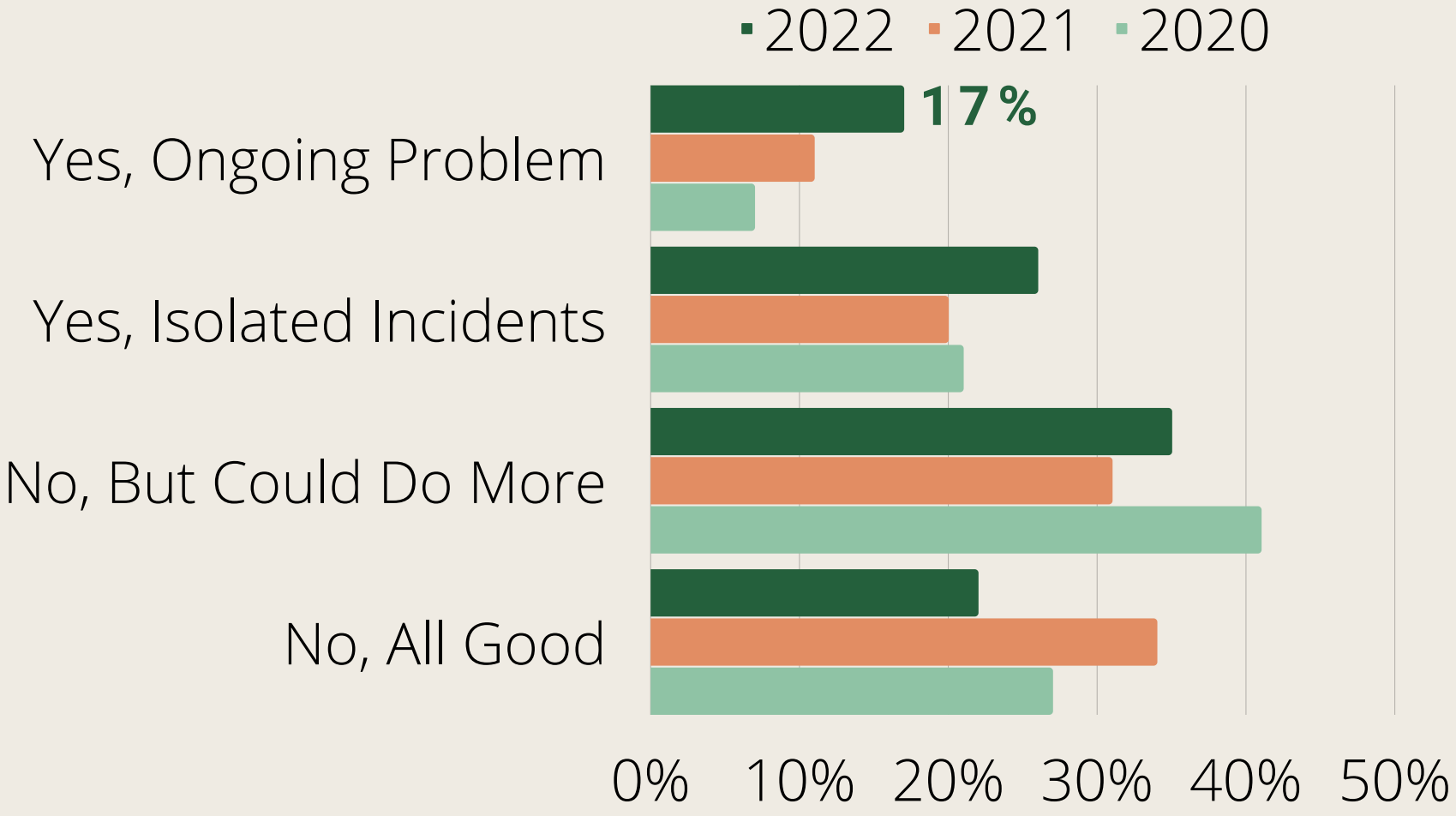
Perception & reality do not align

DESPITE INCREASED EFFORTS, HARASSMENT CONTINUES

Even though 70% believe their employer is doing enough to prevent harassment, **44% of respondents that received training note that sexual harassment is a current problem with their employer.**

17% noted that sexual harassment is an ongoing issue with their employer. This is up, from 7% in 2021 and 11% 2020, respectfully.

DO YOU THINK SEXUAL HARASSMENT IS AN ISSUE AT YOUR CURRENT COMPANY?

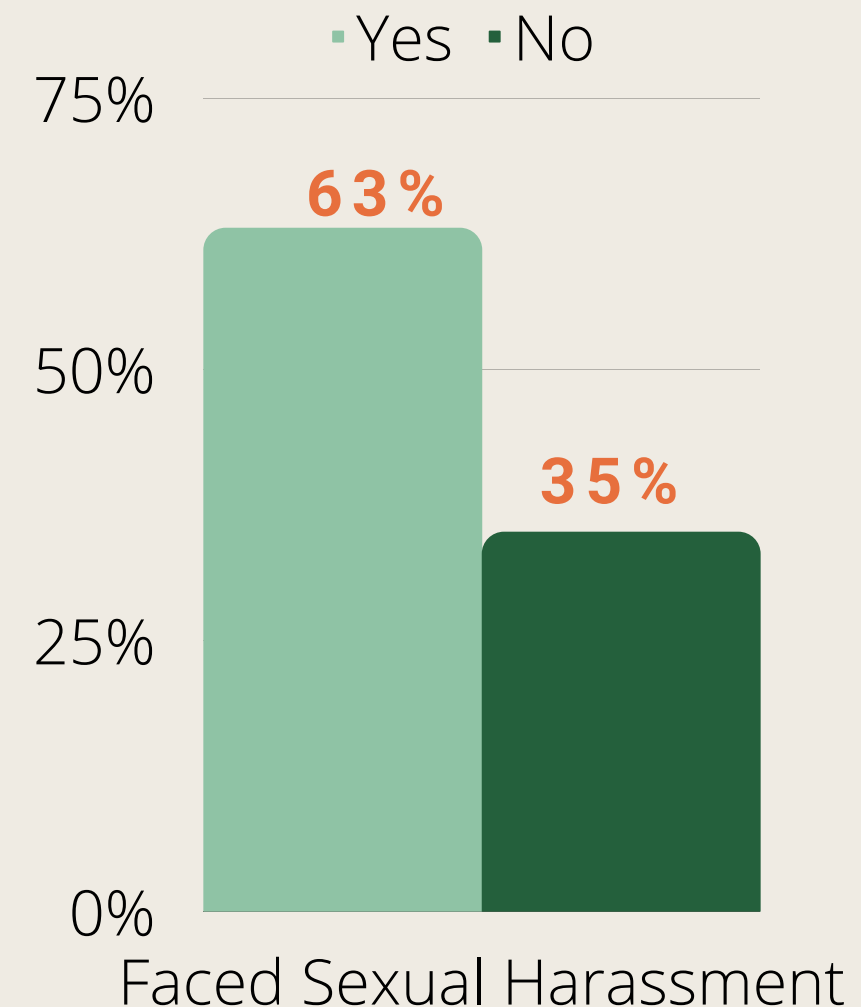


Receiving Training Increases Likelihood of Harassment

63% of employees that received training in the last 12 months also experienced harassment during that same time. Only 35% of employees that did not receive training faced sexual harassment.

This suggests a strong correlation between receiving training and acknowledging harassment. Potentially this is due to the fact that more employees are knowledgeable about harassment and know when it happens, compared to those who do not receive training and may not share the same knowledge and thereby self-identification of experiencing it.

RECEIVED TRAINING & EXPERIENCED SEXUAL HARASSMENT





Implications & Action Steps



Implications

— ***Training is Not Enough***

Those that taking training are currently more likely to experience harassment. We need transformation from the top down to create lasting change. Cultures must evolve.

— ***Power Dynamics Matter***

Leadership, supervisors and owners should be mindful of power dynamics and demonstrate healthy values and relationships in the workplace.

— ***It Takes A Village***

Sexual harassment is not a gender, age, or location issue. It affects every one, and all companies, regardless of size. We all need to be a part of creating safer workplaces for all.





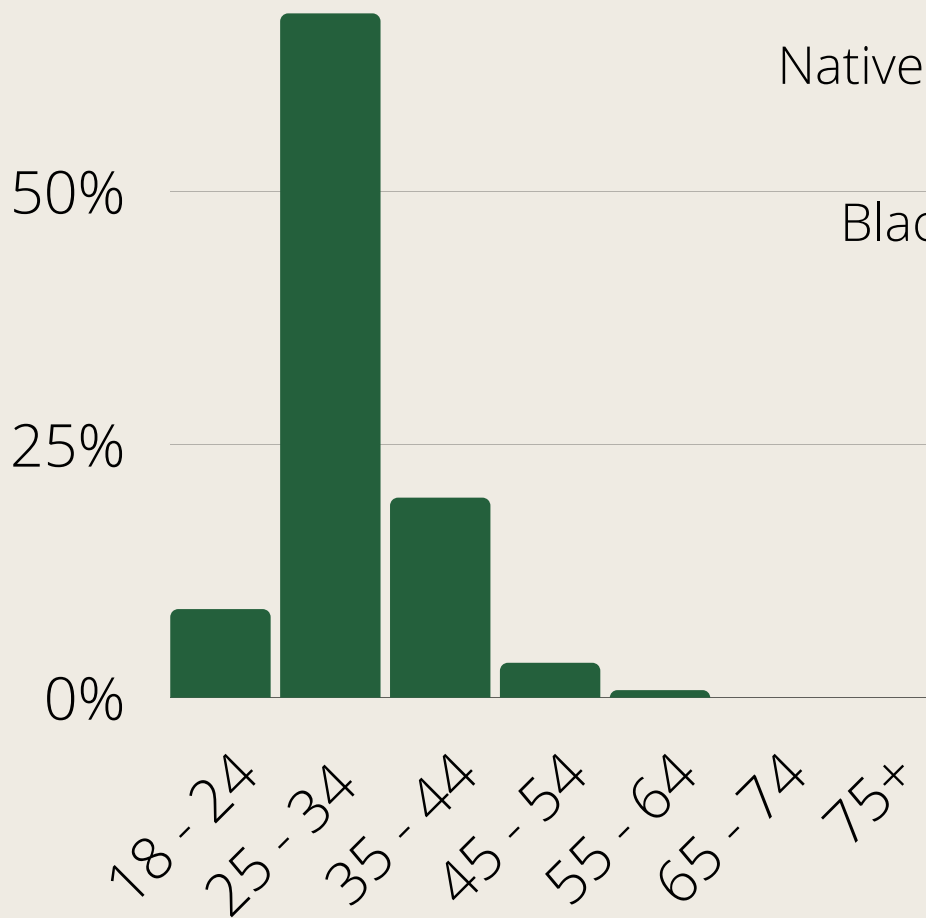
Survey Demographics



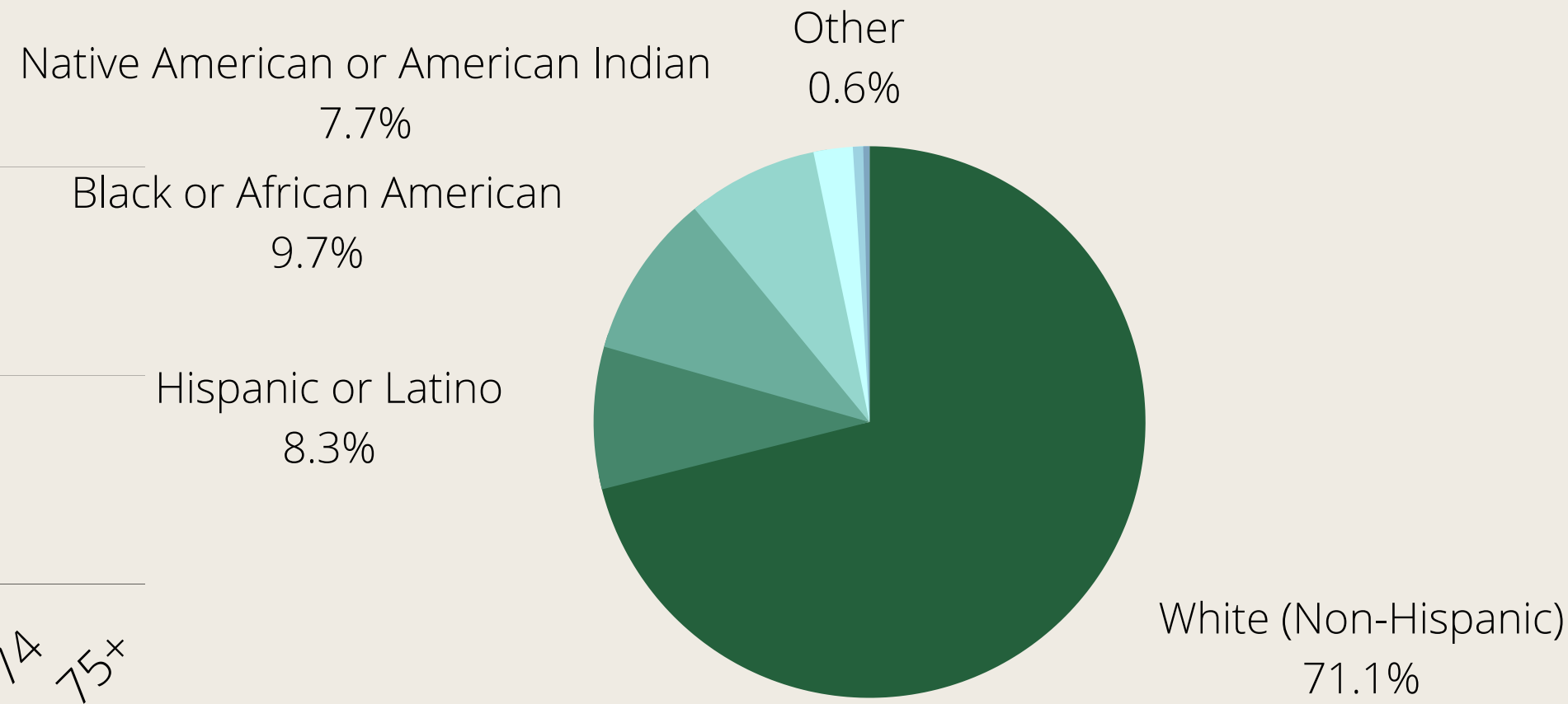
Survey Demographics

THE 2022 STUDY HAD 1,656 ANONYMOUS RESPONSES

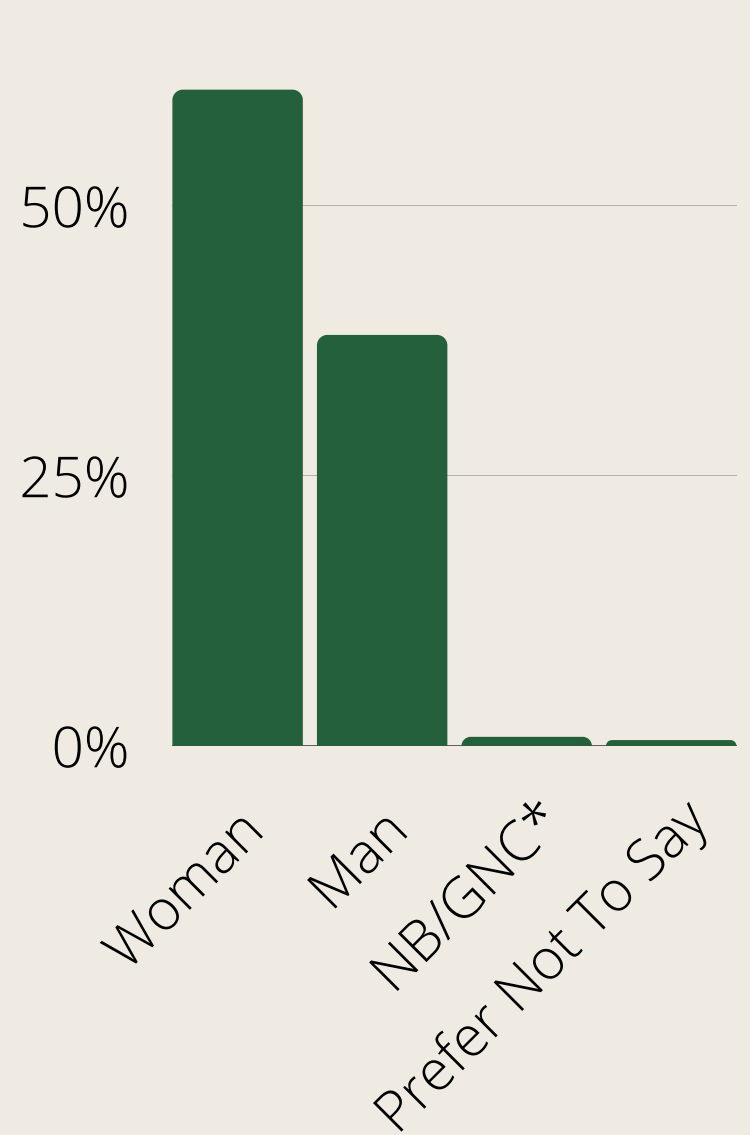
AGE



ETHNICITY



GENDER IDENTITY

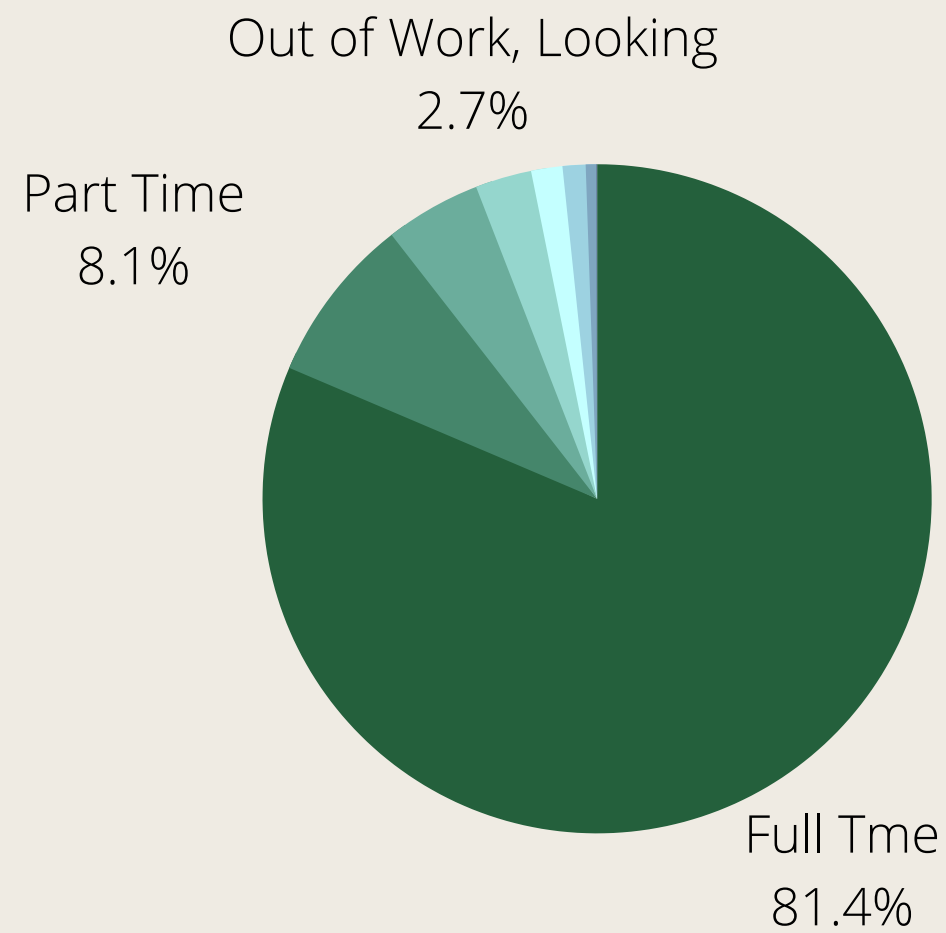


*Data for 65+ not statically significant
*NB/GNC - Non-Binary & Gender Non-Conforming

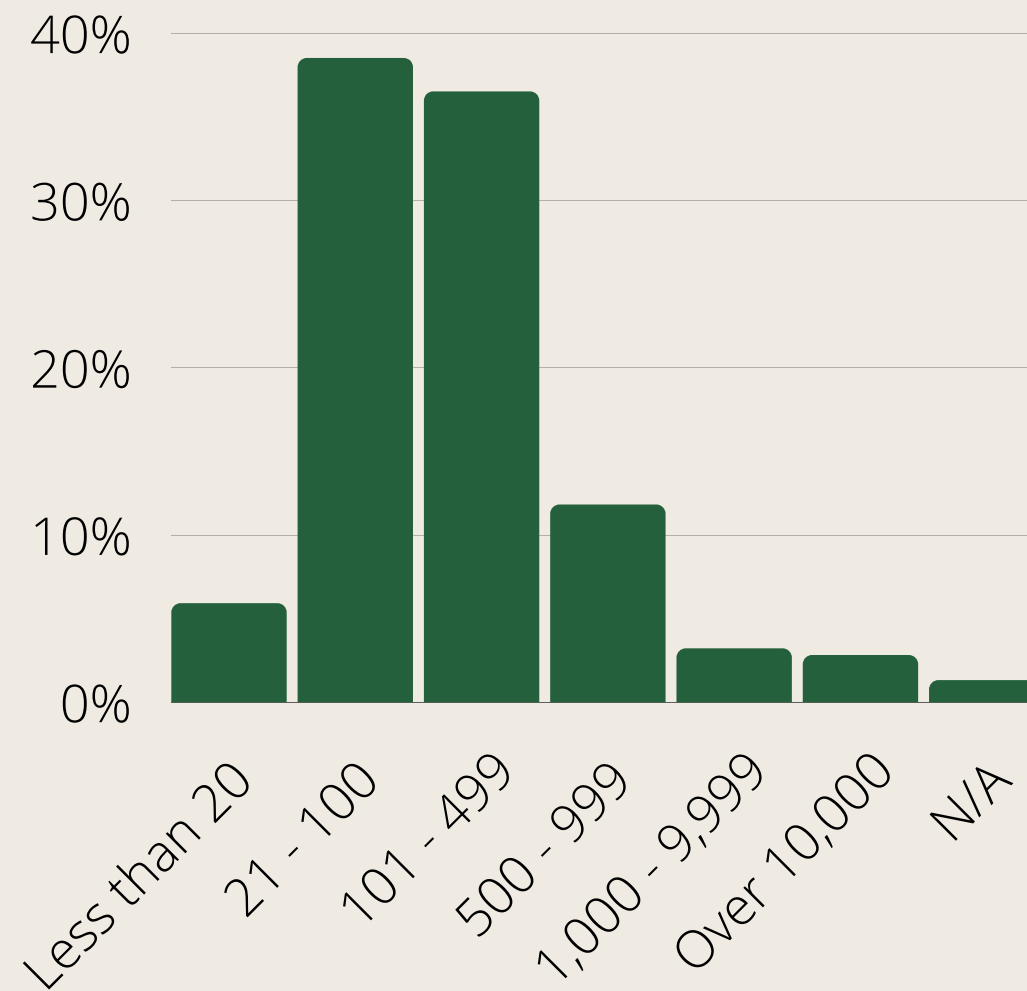
Workplace Data

THE POST-PANDEMIC WORKFORCE

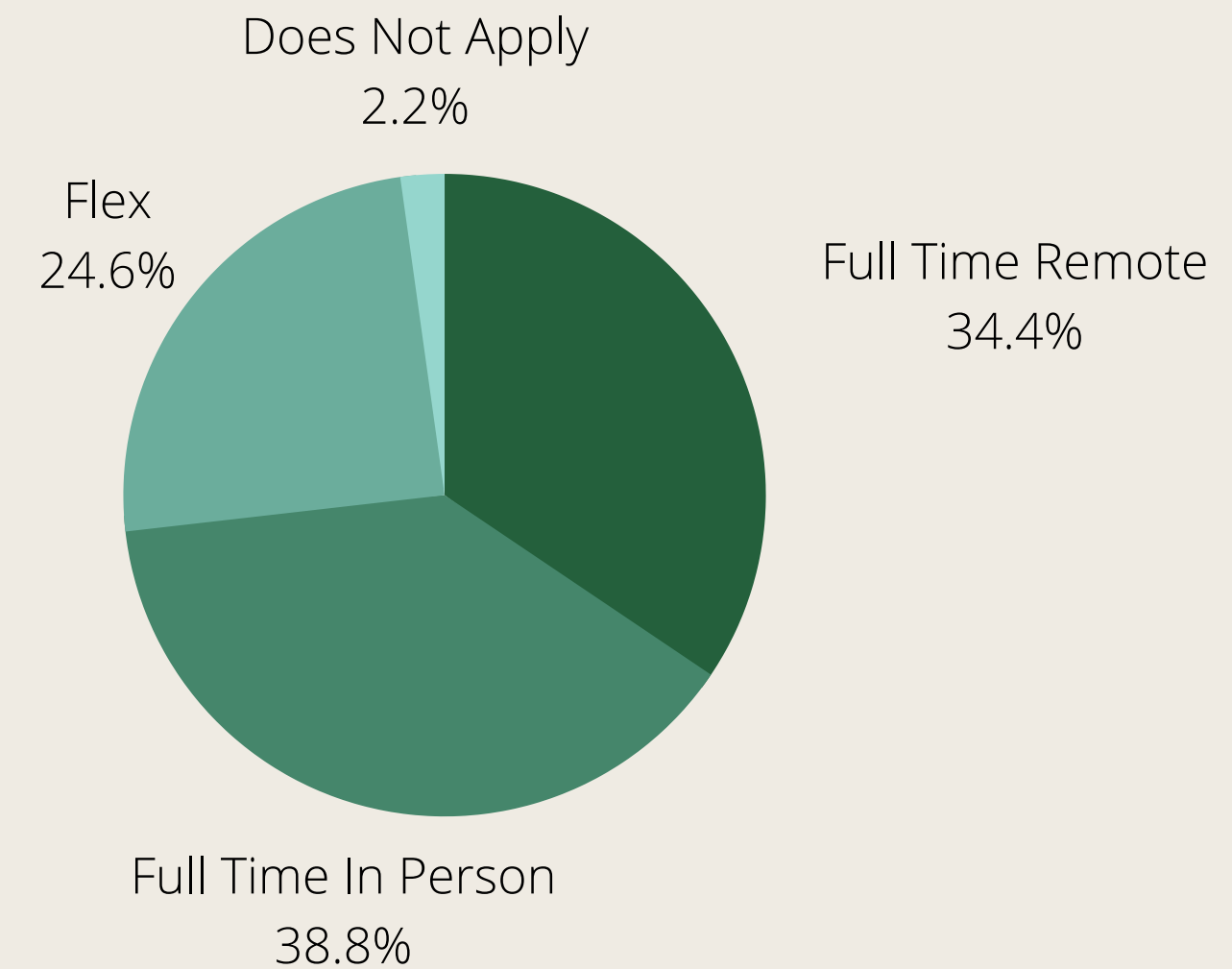
EMPLOYMENT STATUS



EMPLOYER SIZE



LOCATION

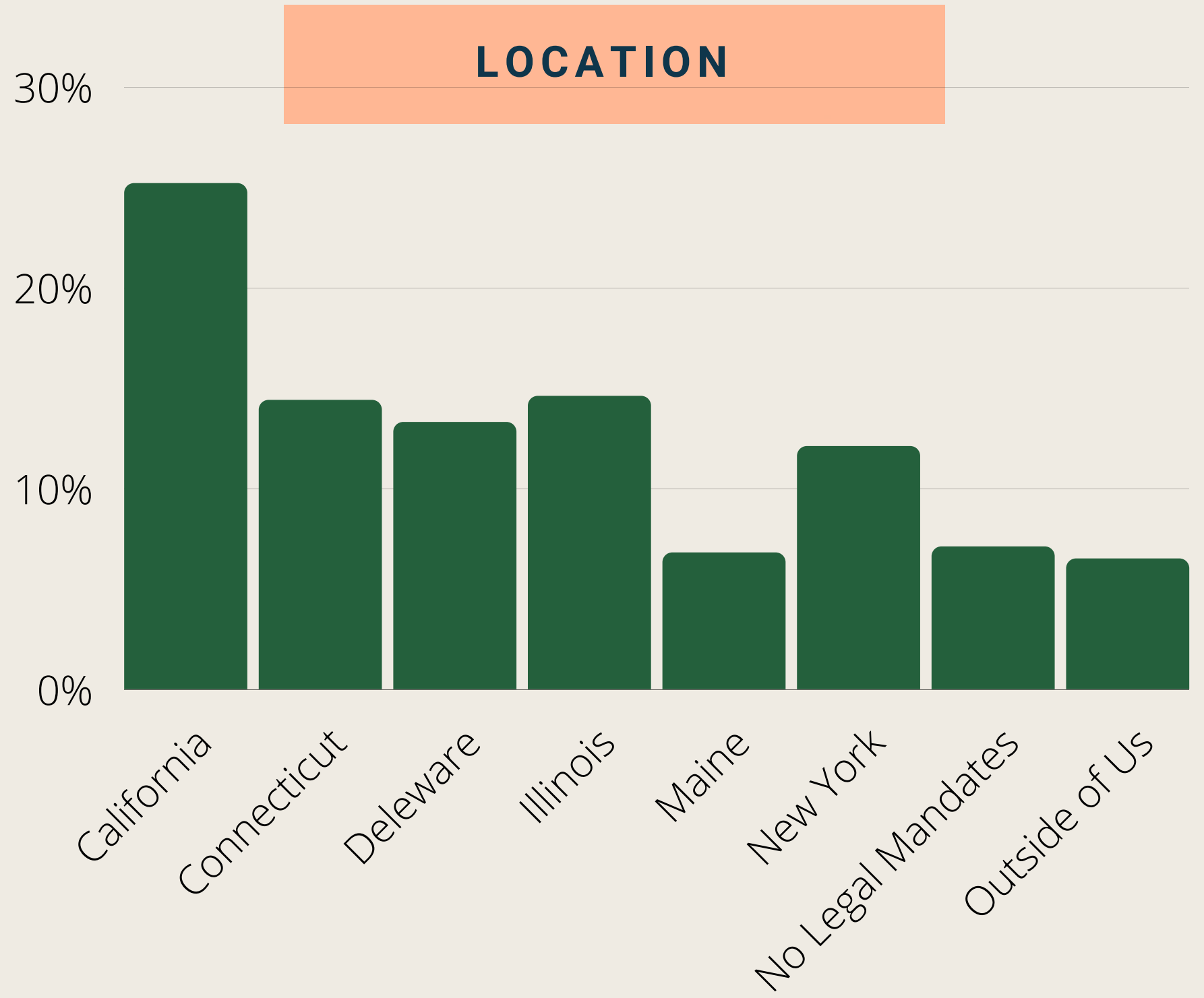


State Mandated Trainings

REPRESENTING EMPLOYEES ACROSS THE COUNTRY

Responses reflect experiences of employees across both states with mandated training and locations where this training is not required.

California represents the largest population within states where businesses are required to provide training.





Thank You!

**WE WOULD LOVE TO HEAR YOUR
FEEDBACK, QUESTIONS OR COMMENTS
RELATED TO THIS YEAR'S STUDY.**

**CONTACT US TODAY FOR TRAINING,
WORKSHOPS AND CONSULTATIONS.**

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917-524-8823

WWW.THESHIFTWORKSHOP.COM



Meet The Founder



Amanda Rue

Amanda Rue is the Founder of **The Shift Work Shop**, a human resource consultancy offering workshops, training and leadership support to create anti-sexist and gender-expansive environments for progressive workplaces.

After experiencing sexual misconduct in the workplace and speaking out about it in **The New York Times**, Amanda has made it her mission to empower employees and business owners alike to cultivate cultures of respect, personal agency, and clear communication through the tools, strategies, and programs she has developed.

In order to understand the prevalence of sexual harassment and the effectiveness of current training efforts, Amanda releases an annual **State of Sexual Harassment Study**. Specializing in sexual harassment and consent at work, she's been featured on **Forbes**, **ABC**, **Business Insider**, **Thrive Global**, **Lifhacker**, **Swell**, **The Rosie Report**, and **The Sweathead** podcast, among others.

Forbes BUSINESS INSIDER

THRIVE GLOBAL



abc NEWS

THE SHIFT WORK SHOP

2022 State of Sexual Harassment Study

