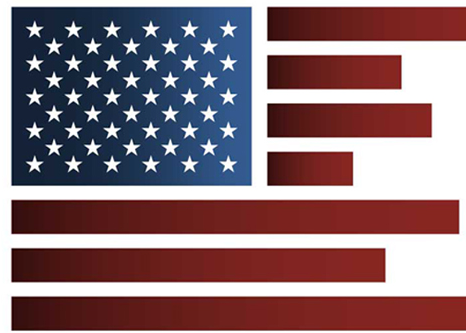


STATE of the UNION



WORKPLACE SEXUAL
HARASSMENT

Amy Blackstone
University of Maine



Sexual Harassment in the Workplace

Amy Blackstone, University of Maine
Heather McLaughlin, Oklahoma State University
Christopher Uggen, University of Minnesota

An Age-Old Problem Having a New Moment

THINK

HOT TAKE

Netflix's Margaret Atwood 'Alias Grace' Series Captures the Weinstein Moment

A century and a half later, abuse of female workers is hardly a thing of the past.

by Lynn Stuart Parramore / Nov. 09. 2017 / 5:01 AM ET

- “A century and a half later, abuse of female workers is hardly a thing of the past.” Lynn Stuart Parramore, NBC News, Nov 2017

- “The #MeToo Movement is accomplishing what sexual harassment law to date has not.” Catherine MacKinnon, New York Times, Feb 2018

Opinion | #MeToo Has Done What the Law Could Not

Opinion | OP-ED CONTRIBUTOR

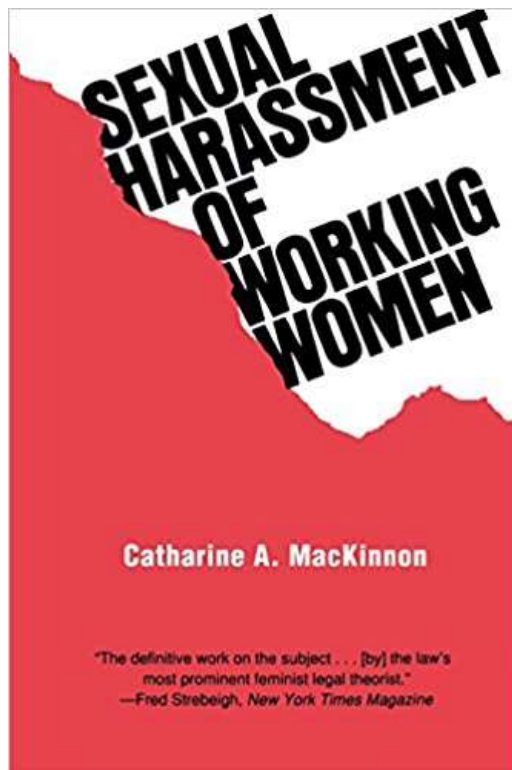
#MeToo Has Done What the Law Could Not

By CATHARINE A. MacKINNON FEB. 4, 2018



Democratic House members dressed in black on Tuesday in a show of solidarity against sexual assault.
Gabiella Demczuk for The New York Times

Four Decades of Research & Law



- *Meritor Savings Bank v. Vinson*, 1986
 - Sexual harassment as sex discrimination
- Reviews
 - Welsh 1999 *Annual Review of Sociology*
 - Williams and colleagues 1999 *Annual Review of Sociology*
- Measuring harassment
 - Fitzgerald and colleagues
- Legal consciousness & mobilization
 - Ewick & Silbey 1998 *The Common Place of Law*
- Power & perpetrators
 - Quinn 2002 *Gender & Society*

State of the Union: Sexual Harassment in the Workplace

- PREVALENCE
 - How many are targeted?
- PREDICTORS
 - Who is targeted?
- COSTS
 - How do we reduce harassment?
- PREVENTION
 - What can we do to reduce harassment?

Prevalence of Sexual Harassment

- 2016: U.S. EEOC received 6,758 sexual harassment complaints
- “Based on testimony to the Select Task Force and various academic articles, we learned that **anywhere from 25% to 85% of women report having experienced sexual harassment** in the workplace.”
--EEOC Select Task Force on the Study of Harassment in the Workplace
- When asked...
 - ...experienced sexual harassment? → lower reported rates
 - ...experienced specific sexually-based behaviors? → higher reported rates

Data:

Youth Development Study

- Harassment measures:
 - Six behavioral indicators
 - One global indicator
- Prospective longitudinal cohort study
- First survey in 1988
- Interviews in 2002-2003

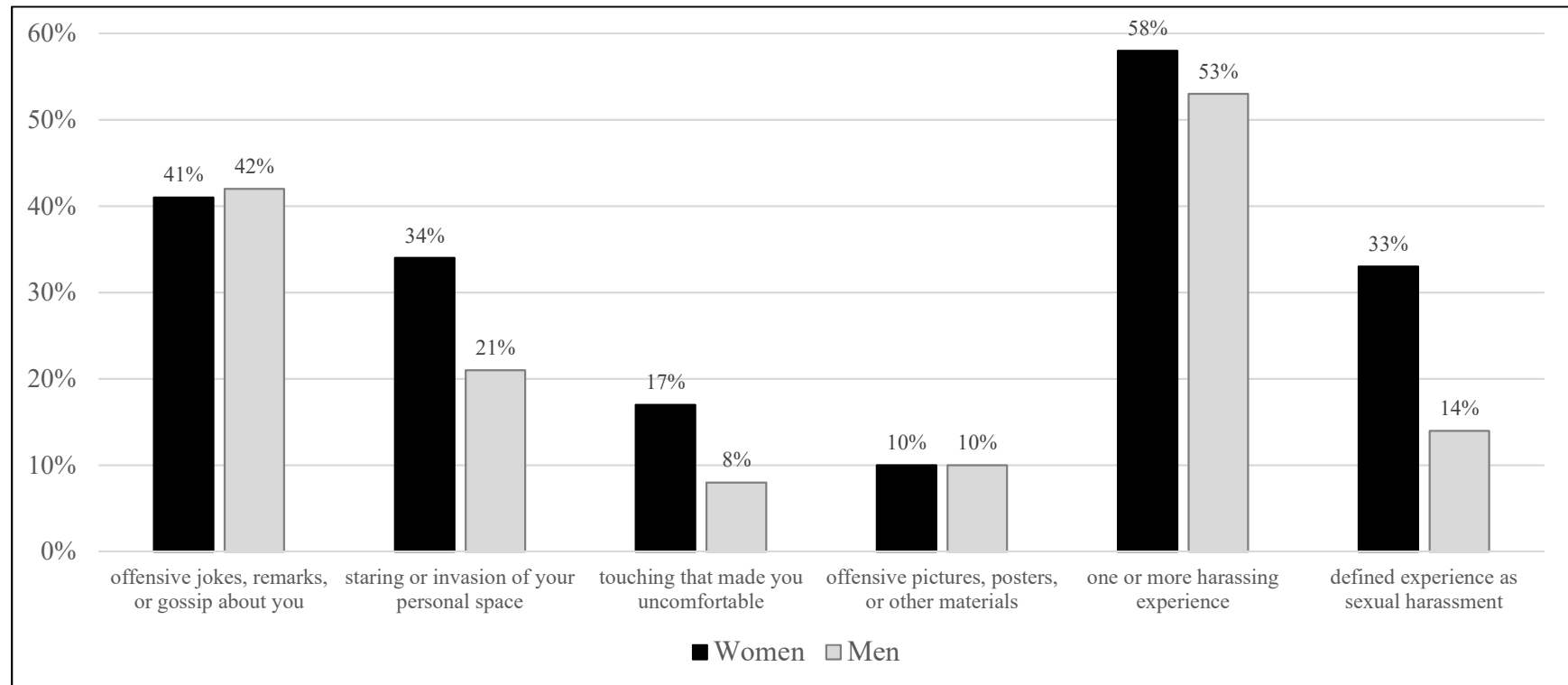


UNIVERSITY OF MINNESOTA

Driven to DiscoverSM

Sociology

Prevalence – YDS respondents



Data: YDS Wave 11, respondents 25-26 years old, workplace experiences *since high school*

Predictors – the Paradox of Power

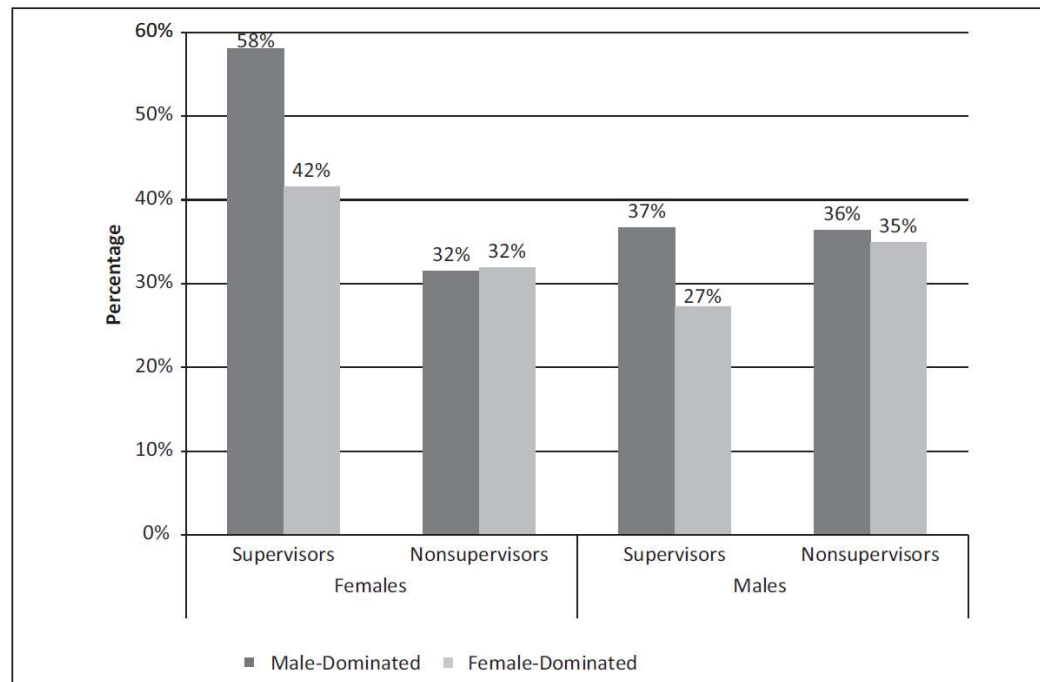


Figure 2. Percentage Reporting Any Harassment by Sex, Supervisory Authority, and Industry Sex Ratio

McLaughlin, Heather, Christopher Uggen, and Amy Blackstone. 2012. "Sexual Harassment, Workplace Authority, and the Paradox of Power." *American Sociological Review*. 77: 625-647.

Predictors - Reports & Responses

- Gender
- Age
- Race
- Gender Expression & Sexuality
- Organizational characteristics

Costs of Sexual Harassment



“I would like to think she would find another career or find another company if that was the case.”

-President Donald Trump in response to how he hopes daughter Ivanka would respond if sexually harassed at work

Costs to Employers

- Reduced employee job satisfaction
- Reduced organizational commitment
- Increased absenteeism
- Work withdrawal
- Deteriorating coworker relationships

EEOC Charges Filed in 2016:
\$40.7 million

Costs to Targets

- Mental/emotional
- Physical
- Economic

Costs to Targets



McLaughlin, Heather, Christopher Uggen, and Amy Blackstone. 2017. "The Career and Economic Effects of Sexual Harassment on Working Women." *Gender & Society* 31(3), 333–358.

Prevention

- Improved systems for reporting, preventing, and controlling harassment
- Hiring and promoting more women
- Bystander training for all
- Real sanctions for harassers

Prevention

