#MeToo Workplace Study
To understand why sexual harassment persists as a workplace issue — and what solutions can be used to address and mitigate the negative impact — the Working Mother Research Institute developed the #MeToo survey in collaboration with the American Bar Association’s flagship magazine, the ABA Journal.

We collected 2,938 responses, a mix of women and men, business people and those in the legal industry (the majority of respondents).
Methodology

Bonnier Custom Insights (BCI) conducted the #MeToo Workplace study online via email invitations containing survey links and a sweepstakes offer of a $100 donation to the charity of choice of 5 randomly selected participants.

The study began on Feb. 2, 2018 and ended on March 4, 2018.
Respondent Demographics

- White: 80%
- Black: 5%
- Hispanic: 4%
- Asian: 3%
- Native Hawaiian/Pacific Islander: 0%
- Native American/Alaska Native: 1%
- Two or More Races: 3%
- NA: 4%

- Female: 65%
- Male: 32%
- Other/NA: 3%

Working Mother Research Institute #MeToo survey
MAJOR FINDINGS

Sexual Harassment Is A ...

(Top Responses)

Working Mother Research Institute #MeToo survey
MAJOR FINDINGS

Have You Experienced Sexual Harassment in the Workplace?

Did someone else witness the incident(s) - % who said yes

- Women: 53%
- Men: 55%

Did you or anyone report the incident(s)?

- I did: 30%
- Someone else did: 22%

Working Mother Research Institute #MeToo survey
Was your/the claim taken seriously by the organization
% WHO SAID YES

Women: 27%
Men: 42%

Working Mother Research Institute #MeToo survey
Top 3 Reasons Claims by Women Weren’t Reported

MAJOR FINDINGS

<table>
<thead>
<tr>
<th>Reason</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Would negatively impact my job</td>
<td>52%</td>
<td>27%</td>
</tr>
<tr>
<td>Behavior tolerated in organization</td>
<td>47%</td>
<td>30%</td>
</tr>
<tr>
<td>No confidence leadership would address</td>
<td>45%</td>
<td>24%</td>
</tr>
</tbody>
</table>

Working Mother Research Institute #MeToo survey
MAJOR FINDINGS
Which Groups Perceived as Most at Risk For Sexual Harassment

<table>
<thead>
<tr>
<th>Group</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>People of Color</td>
<td>20%</td>
<td>10%</td>
</tr>
<tr>
<td>LGBTQ</td>
<td>23%</td>
<td>23%</td>
</tr>
<tr>
<td>People With Disabilities</td>
<td>10%</td>
<td>6%</td>
</tr>
<tr>
<td>None, Face Same Risk</td>
<td>43%</td>
<td>42%</td>
</tr>
</tbody>
</table>

Working Mother Research Institute #MeToo survey
In my organization, men hold disproportionate share of power

(does not include respondents who neither agree nor disagree)

Working Mother Research Institute #MeToo survey
In my organization, women and men are allies in reaching gender equality.

- **Disagree**: 39% (Women) 12% (Men)
- **Agree**: 31% (Women) 54% (Men)

*(does not include respondents who neither agree nor disagree)*

*Working Mother Research Institute #MeToo survey*
Defining Workplace Conduct

Conduct and behaviors that constitute sexual harassment are well defined and understood in my organization

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disagree</td>
<td>38%</td>
<td>24%</td>
</tr>
<tr>
<td>Agree</td>
<td>34%</td>
<td>46%</td>
</tr>
</tbody>
</table>

(do not include respondents who neither agree nor disagree)
MAJOR FINDINGS

Reporting Incidents

Requirements for reporting sexual-harassment incidents are well understood in my organization

<table>
<thead>
<tr>
<th>Disagree</th>
<th>Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>41%</td>
</tr>
<tr>
<td>Men</td>
<td>25%</td>
</tr>
<tr>
<td></td>
<td>36%</td>
</tr>
<tr>
<td></td>
<td>47%</td>
</tr>
</tbody>
</table>

(Does not include respondents who neither agree nor disagree)
MAJOR FINDINGS

Accountability

Employees are held accountable for upholding policies prohibiting sexual harassment

- **Women**
  - Agree: 38%
  - Disagree: 30%

- **Men**
  - Agree: 56%
  - Disagree: 14%

*(does not include respondents who neither agree nor disagree)*
Senior leadership calls out unacceptable behavior and enforces penalties

(36% of Women, 45% of Men agree)

(36% of Women, 25% of Men disagree)

(does not include respondents who neither agree nor disagree)
Senior leadership models acceptable behavior in words and deeds

Disagree
- Women: 27%
- Men: 11%

Agree
- Women: 47%
- Men: 64%

(Does not include respondents who neither agree nor disagree)
Do Senior Leaders Give Anyone A Pass?

Major Findings

Senior leadership provides powerful and talented offenders a pass

- **Disagree**: 56%
- **Agree**: 32%
- **Women**: 29%
- **Men**: 16%

*(does not include respondents who neither agree nor disagree)*
MAJOR FINDINGS
Managers’ Actions

My immediate manager calls out unacceptable behavior and enforces penalties

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>Men</th>
</tr>
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<tbody>
<tr>
<td>Disagree</td>
<td>24%</td>
<td>10%</td>
</tr>
<tr>
<td>Agree</td>
<td>25%</td>
<td>32%</td>
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</table>

(does not include respondents who neither agree nor disagree)
Do Managers Give Anyone a Pass?

MAJOR FINDINGS

My immediate manager provides powerful and talented offenders a pass

<table>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Disagree</strong></td>
<td>35%</td>
<td>40%</td>
<td></td>
</tr>
<tr>
<td><strong>Agree</strong></td>
<td>20%</td>
<td>9%</td>
<td></td>
</tr>
</tbody>
</table>

(Does not include respondents who neither agree nor disagree)
It is acceptable behavior to invite a co-worker to dinner and/or drinks

(does not include respondents who neither agree nor disagree)
MAJOR FINDINGS

Office Relationships

It is acceptable behavior to pursue a romantic relationship with a co-worker

Disagree
- Women: 27%
- Men: 28%

Agree
- Women: 39%
- Men: 42%

(does not include respondents who neither agree nor disagree)
People in power/leadership roles need to be wary about meeting with employees one-on-one

(does not include respondents who neither agree nor disagree)
MAJOR FINDINGS

Mentoring and Sponsorship Relationships

Mentoring and sponsorship relationships requiring one-on-one interaction run the risk of a heightened perception of unacceptable behavior.

(does not include respondents who neither agree nor disagree)

Working Mother Research Institute #MeToo survey
MAJOR FINDINGS

Implications of #MeToo

There is no negative impact as a result of the widespread focus on #MeToo sexual harassment issues.

(does not include respondents who neither agree nor disagree)

Working Mother Research Institute #MeToo survey
MAJOR FINDINGS

Top 3 Interventions Recommended

- **Leadership commitment & role modeling**
  - Women: 66%
  - Men: 53%

- **Ensuring culture of inclusion and respect**
  - Women: 61%
  - Men: 55%

- **Enforcing penalties**
  - Women: 46%
  - Men: 29%

Working Mother Research Institute #MeToo survey
Comments From Respondents

“We need frank and open discussions—do this frequently.”

“Employers should be aware of how workplace bullying is related.”

“Power dynamic implications can occur with all sexes, orientations, races, ethnicities, etc.”

“Stop demonizing all men. Creating more risk and distrust in every workplace cannot be productive.”

“Collaborate with men on a common vision of what it is and when it’s appropriate to call out.”
## What Your Organization Can Do

### Assess situation
- Conduct climate surveys to gauge employee perception of how harassment is treated in your organization
- Verify and re-iterate the process for handling claims

### Take action
- Communicate them throughout organization
- Have zero-tolerance policy
- Take swift action when incidents occur
- Have senior leadership express support for policies
- Use D&I and ERGs to foster culture of mutual respect
- Guard against retaliation
What You Can Do

- Trust yourself and become someone others can trust
  - Communicate – and listen
  - Have empathy
  - Learn to be vulnerable
  - Always act with integrity

- Leverage social media
  - Be your organization’s brand ambassador
  - Be a force for good

- Women can reverse mentor male colleagues
Diversity Best Practices, a division of Working Mother Media, is the preeminent organization for mid to large size organizational diversity thought leaders to share best practices and develop innovative solutions for culture change. See http://www.workingmother.com/about-us for more info.

Working Mother Research Institute is a division of Working Mother Media, the repository of a research database of benchmarking data points from thousands of companies’ applications for our Working Mother 100 Best Companies, Best Companies for Multicultural Women, NAFE Top Companies for Executive Women, Best Law Firms for Women, and the DBP Inclusion Index.
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