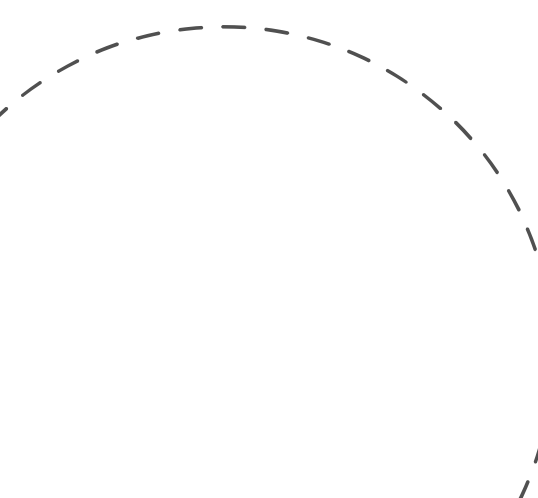




LET'S TALK ABOUT SEXUAL HARASSMENT

IN THE WORKPLACE



A Four Nation approach



Project Overview

At a glance

Research

The goal of the research was to understand how employers, managers and women understand and experience sexual harassment in the workplace, and to identify areas for improvement

Toolkit

The toolkit, available for download shortly, is designed to equip employers and managers with the skills they need to improve their policies and practices to make their workplaces a safer place.

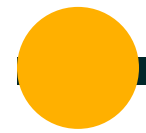


Key research findings

- **At least 40% of women have experienced workplace harassment, and women who are marginalised for other reasons, such as race or disability, face an increased risk and different forms of sexual harassment**
- **45% of women in a recent survey reported experiencing harassment online through sexual messages, cyber harassment and sexual calls**
- **Almost a quarter of women who had been sexually harassed said the harassment had increased or escalated since the start of the pandemic while they were working from home**
- **Almost seven in ten (68%) disabled women reported being sexually harassed at work, compared to 52% of women in general**
- **Ethnic minority workers (women and men) reported higher rates (32%) of sexual harassment than white workers (28%) over the last 12 months**
- **A poll of LGBT workers found that 68% had experienced some form of harassment in the workplace**

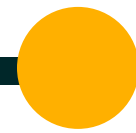
From research to the Toolkit

Development of the Project



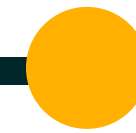
Research

Showed us the scale of the problem, the need for a workplace cultural shift



Work with Employers

Working with employers to improve practices, developing templates and pilot training by Chwarae Teg

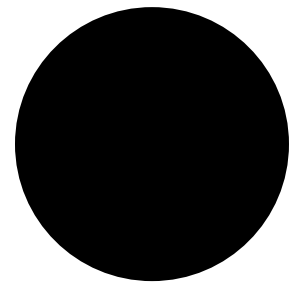


Toolkit

Developed in consultation with others via focus groups and learning from stages 1 & 2

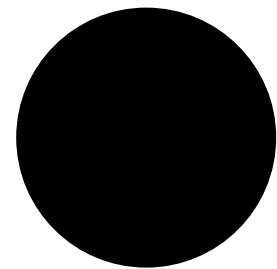


Goals of the Toolkit



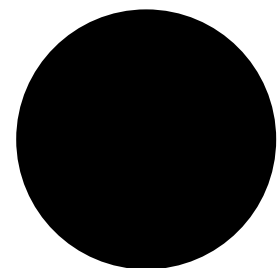
Understanding

Employers need to understand and recognise sexual harassment in the workplace – this toolkit teaches them that



Skills

The toolkit provides employers with the necessary skills to tackle sexual harassment including how to develop sexual harassment policies, reporting procedures and more



Culture

The ideal goal is to ensure that sexual harassment reduces not just because of consequences but due to improved workplace culture



Toolkit Contents

01 Report

Tackling Sexual Harassment in the Workplace Report

02 Guides

Where to start – A guide for Employers

03 Templates

Climate survey Template

Template Sexual Harassment Policy and Guidance

Toolkit Contents

04 Campaign Materials

Campaign Video

Template campaign posters

Example campaign posters

05 Case Studies

Employer case studies

ISurvivor case studies

06 Support

Further support and guidance for employers

Support organisations and
helplines for employers

Toolkit Contents

07

Training materials

ASH (anti-sexual harassment)
Pioneer training materials

- developed by Chwarae Teg and piloted by them in Wales
- we will hear more about this part of the project now

Learn more

Chwarae Teg

