



*“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

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

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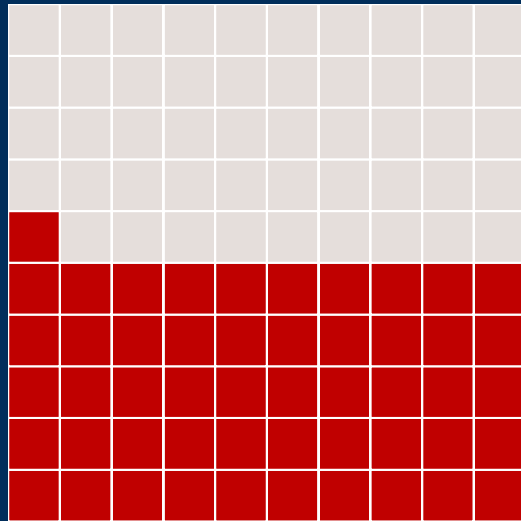
Women medical students are **220 times more likely** than non-STEMM students to experience sexual harassment

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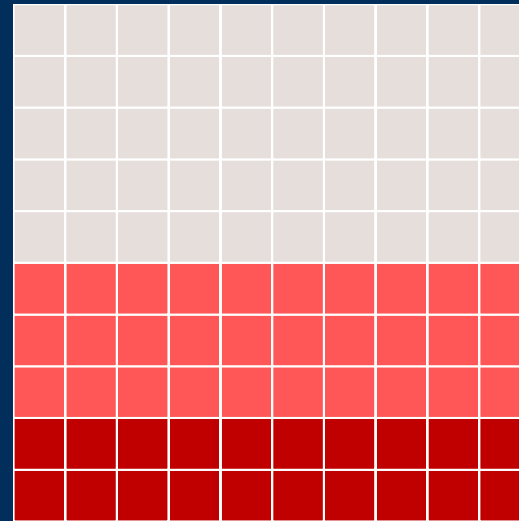
Women of color and sexual & gender minorities have even **higher rates** of experiences.



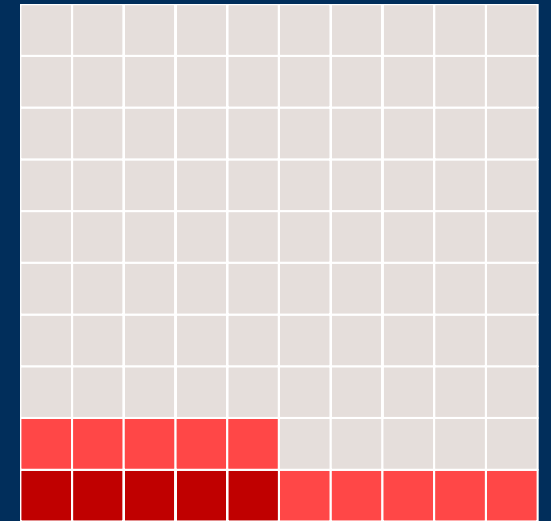
Over **58%** of women  
faculty and staff



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**

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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

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Start-up costs for new faculty in engineering and the natural sciences can range from **\$110,000 to \$1.5 million.**

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When faculty leave the institution, it can take up to **10 years** to recoup the investment.

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Loss in productivity due to harassment has been measured up to **\$22,500 per employee.**

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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?