Going Beyond Sticky, Tricky and Icky

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Introductions

Who are we?

Why do we care about this?

Who are you?

Why do you care about this?
Scope of the Problem
Focus on Data

Who experiences harassment?
What forms does it take?
Why does it matter?
What are the legal issues?
Harassment during lifetime:

81% of Women
43% of Men

Verbal Abuse in Workplace:

77% of Women
34% of Men

Unwanted Touching at Work:

51% of Women
17% of Men
Experienced Sexual Violence:
50% of Women
20% of Men

Experienced Rape:
1 in 5 Women
1 in 67 Men
Sexual Harassment is a Human Rights Violation
In the workplace, “...unwelcome sexual advances or conduct of a sexual nature which unreasonably interferes with the performance of a person’s job or creates an intimidating, hostile, or defensive work environment.”

excerpt from: Title VII of the Civil Rights Act of 1964
Quid Pro Quo

Hostile Work Environment
Frequency Matters
Norms Vary by Group
Harassment = Issues of power expressed in a sexual manner
Percentage of 615 men who say they performed each behavior in the past year

- 19% Jokes or Stories
- 7% Sexual Materials
- 4% Ask for dates after “No”
- 2% Touch
- 1% Stroke
- 16% Sexist Remarks
- 4% Gestures
- 3% Ask for relationship after “No”
- 2% Sexual Coercion
- 1% Unwanted Sex Talk

New York Times (December 28, 2017)
Sticky, Tricky, Icky,...Beyond
Role of Bystanders
We all have agency, but what’s the best response?
Harassment training ≠ Solution
#1 Intervention is:
Empower the Bystander!
Tips for Bystanders

For a Sticky, say “That joke isn’t funny.”

Encourage civility

Encourage reporting - multiple open channels

Talk to the harasser....later....in private

Talk to “victim.” Reassure them, it’s not their fault.
Role of Organization
Tips for Organizations, part 1

Organization culture matters, so collective behavior choices matter.

Leaders set a tone; what leaders condone = the norm.

Clarify sexual harassment policy; including gray areas.

When an immediate supervisor doesn’t care, it inevitably leads to more harassment.
Tips for Organizations, part 2

HR must stress:

Supervisors learn maintaining appropriate conduct in the workplace is a requirement of their job.

Encourage keeping a record; it shows the pattern.

Keep multiple channels open for reporting.

If a person is uncomfortable with one channel, there are others.
Let’s try it out
Tips for Activity

In groups of five, select: one storyteller, one bystander, one Manager/HR, two observers

Tell the story

Bystander intervenes (consults with Manager/HR as needed)
Debrief

Feedback from observers:

1) What was effective?

2) What was ineffective?

2) One idea or suggestion to try.

Share with the Whole
Thank you for your courage!
Thank you.

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