



# **Workplace Harassment: Women of Color**

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## Introduction

Workplace harassment is an ethical problem that is all too common, even more so for women of color. It is often limited to gender and sexual harassment; for women of color workplace harassment is “rarely ever about sex or sexism alone,” it is about race, culture, and the “appearance of being less powerful as the harasser” (Ontiveros, 1993). Harassment can be difficult to detect and lead to prolonged exposure, leaving victims with negative health conditions as a result. There are solutions to preventing workplace harassment for businesses and employees. Understanding types of workplace harassment, harassers traits, training programs, and reporting methods could help prevent workplace harassment.

### **The types of workplace harassment women of color experience**

What is harassment exactly? When interviewing licensed therapist Sonia Rae, she defines harassment as being “unwanted, unsolicited, negative, derogatory, discriminatory remark directed towards others; usually the opposite sex, and other ethnicities.” Harassment in many employee handbooks usually focus on sexual harassment, but there are a variety of types that do not get mentioned. Yanhnke (2018) breaks down eleven different forms of workplace harassment which include: racial attacks, gender, age and disability bias, personal harassment, physical attacks, power, psychological, cyber bullying, retaliation, sexual harassment, quid pro quo, third party, and verbal threats (*See Appendix C for a more detail description*). 66 participants were asked in the survey what type of harassment they received (*see appendix B*) 60% of women reported experiencing intimidation in their workplace. In both interview 1 & 2 (*see Appendix D*) they mentioned experiencing verbal attacks, physical assaults, sexual harassment, put downs and being controlled.

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## **Methods & Materials**

### **Primary Research**

The first form of primary research provided are three interviews with two professional women of color and a licensed therapist. These interviews provide real life workplace harassment experiences to better understand side effects. A 14-question survey with a mix of open-ended and multiple-choice questions are provided to collect data on a diverse group of individuals to give their experiences, and opinions.

### **Survey (Appendix A)**

A 14-question survey using Google Forms provides primary research. The survey was dispensed through social media, Whatcom Community College (WCC), and email. A total of 66 diverse female respondents participated in the survey. The focus is to better understand what workplace harassment looks like for women of color and how it affects them.

### **Interviews (Appendix C)**

Three interviews were conducted for primary research. The interviews were conducted with two ethnic female professionals, one a writer, the other, in general management, and the third with a licensed therapist. The interviews give insight on the side effects on workplace harassment, reasons behind it, and ways to prevent it.

### **Secondary Research**

Scholarly journals are included, along with an education textbook, and government resources to provide types of harassment, the why and how it happens, side effects, and ways to prevent workplace harassment for both employee and business.

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## Discussion

Harassers choose their victims due to various reasons, it is believed that harassers look for individuals that they feel the most threatened by, but yet who are easy targets for them, because the predator thinks the victim will be submissive. According to Ontiveros (1993), harassers “prefer women of color” because they are viewed as “passive and less likely to complain,” this coupled with stereotypical bias of an ethnic woman’s culture and sexuality. History, along with movies and stereotypes have portrayed ethnic women as either being very sexual, slaves that can be dominated, controlled, and abused, or as mentioned by Onitveros (1993) “hot blooded Latinas.” Some victims might not understand when or why workplace harassment is taking place; thus, for prevention, it is important to recognize a harasser’s traits.

### Traits of a harasser

Power, the need to be in control, and the thoughts of being superior to the victim are how many individuals see traits of a harasser. Licensed therapist Sonia Rae was asked to describe traits of a harasser, she responded that harassers have a lack of empathy towards others, have feelings of entitlement, and a sense of power and control over others. Sonia goes on to say that harassers “lack self-worth”, and have “suppressed anger”, with “feelings of scarcity, and taking their animosity out on others.” In a male dominated field, harassers may have traits of manipulation, hostility towards women, need for power, and blaming the victim. During interview 2, she experienced workplace harassment due to, retaliation, race, and gender, which resulted in verbal and physical assault. In the survey, a respondent said she was accosted by her manager. When harassers find their victims, the workplace harassment begins and the negative effects start to happen like: psychological problems, health issues, and difficulties at work.

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## Effects of workplace harassment for women of color

Name calling, repeated emails, threats, and aggressive behavior; many times, ethnic women experience this type of treatment but brush it off as just another part of the job. The problem is, is that workplace harassment will not go away on its own; after months or even years of repeated harassment, it can have a multitude of psychological, health, and work performance effects. Psychological effects of harassment can include, “anxiety, depression, headaches, sleep disorders, weight issues, nausea, lowered self-esteem and sexual dysfunction” (Ramapo College, 2021). Victims can have ruminating thoughts about the traumatic event and find it difficult to sleep, concentrate, and feel energized. Lewis, Coursol, & Wahl (2002) explain that obsessive thoughts, nightmares, sleep difficulties, emotional distress, anger, headaches, stomach trouble, sexual difficulties, PTSD, negative impact on family and social lives, suicide, and homicide can happen. Staying in a negative environment for extended periods of time can cause an individual to have health distress, or worse. Sonia Rae explains that if an individual were to stay in such a toxic workplace for years “it could potentially affect their longevity.” Workplace harassment can lead some individuals to have heart failure, high blood pressure, suicidal thoughts, anxiety to the point of medicating to get through the workday, and long-term thyroid problems. Interviewee 2 explained that the workplace harassment she experienced sent her to the emergency room with organ failure, respiratory difficulties, that resulted in thyroid issues, graves’ disease, and hypertension. Interviewee 1 explained that she had experienced worsened gastritis, colitis, and the risk of diabetes. 30-60% of respondents reported feeling anxiety, and depression, 10.6% reported PTSD and health conditions, and a staggering 7.6% said they had thoughts of suicide due to their workplace harassment. Harassment also happens when you are the bystander and

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“even those not directly affected or involved in harassment” can be affected by it; this is called “collateral damage” (Murphy, 2010).

Women of color are experiencing “limited career advancement opportunities, excessive workloads with long hours” which can damage personal relationships, reduce motivation, and even cause a valuable employee to terminate career goals (Tucker, Wolfe, Viruell-Fuentes, & Smooth, 1999). Harassment also affects ethnic women’s pay, Wingfield (2020) reports that black women make 64 cents to every white male, and Latinas are at 54 cents; this type of situation decreases job satisfaction, job loss, and high turnover. Decreased morale and job satisfaction can affect interpersonal relationships at work (Ramapo College, 2021). Most employers have clear knowledge that harassment is toxic, and certain types of harassment, like sexual harassment, is unlawful and allowing it to continue “violates Title VII of the Civil Rights Act of 1964” (Ferrell, Fraedrich, & Ferrell, 2019). Thus, these businesses will see more reports to the EEOC, costly settlements, and lawsuits. Even though it is difficult for women of color to win court battles due to “disbelief of a woman of color’s word”, lawsuits do occur, and the costs for business is damaging, financially and to their reputation, (Ontiveros, 1993). External employees could also be guilty of workplace harassment, the U.S. Equal Employment Opportunity Commission (EEOC) mentions on their website titled “*Harassment*,” that a harasser can be “supervisors, co-workers, agents, and non-employees, and that the victim does not necessarily have to be the one being targeted”, it could “be anyone affected by the offensive conduct.” This means business need to address these situations when focusing on their policies and training programs to prevent workplace harassment.

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## Summary

### Finding, Summary for survey

A 14-question survey was sent out via email, text, and social media; 66 diverse female respondents participated. 87.9% reported having experienced workplace harassment, and 60% reported intimidation. The findings through the survey is that workplace harassment causes anxiety, depression, panic attacks, suicidal thoughts, trouble sleeping, loss of self-esteem, health issues, and PTSD. This can cause issues within an individual's personal lives and cause long lasting health conditions. In the workplace setting the respondents experienced low productivity, inability to concentrate or stay motivated, ruminating thoughts, distancing themselves from others, trouble decision making and attendance issues; these issues can cause a business to be less productive. Respondents had variety of feelings towards the harassment, with some saying they felt anger, sadness, guilt, unworthiness, and had low self-esteem. 59% reported incidents but no action was taken by the employer, 24% did not report incidents due to fear, and 19% reported retaliation for reporting. Even with these numbers a majority of the respondents suggested to report situation of workplace harassment. A few of the respondents mentioned that the survey brought up memories that they tried to forget, and that it was difficult for them to complete.

### Finding, Summary for interviews

Of the four interviews forms dispensed, three responded, Sonia Rae (licensed therapist), a general manager (GM, anonymous), and a writer (anonymous). The fourth said she could not mentally nor emotionally handle the topic due to currently experiencing severe workplace harassment. For the findings of the writer and general manager they both had experienced verbal abuse. The GM had experienced physical abuse, sexual harassment and intentional interruptions



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during family time and sleep from ongoing phone calls and emails. Both interviewees reported increasing and onset of serious health conditions that are still active today. The reason for their harassment was coupled with race, gender, retaliation, and feelings of ownership. One reported leaving her job and not reporting the harassment, but the other reported it through the chain of command to solve the problem internally but ended up taking the complaints externally.

Interviewee two reported that other women within the company were verbally abusive and showed aggression towards her with actions of work overload. Both interviewers suggested to report the issues happening within the workplace and leave the abusive jobs. Sonia Rae reported that workplace harassment can cause health issues like physical tension in the body, stomach issues, chronic pain, migraines, anxiety, depression, irritability, anger, and feelings of low self-worth; she also mentions that long-term harassment can cause a limited lifespan.

### **Finding, Summary for secondary research**

There are several types of workplace harassment that happen, and they can cause negative effects like high blood pressure, physical health, social life, and work like issues (Yahnke, 2018). In addition, emotional tax involves feeling like an outcast, and different than the rest, due to race and gender (Catalyst, 2018). Women of color are targeted by the harasser due to the assumption of being passive, not reporting incidents, and being stereotyped (Ontriveros, 1993). Ethnic women want to “break through the glass ceiling but are unable to find mentors” to help them, this brings on feelings of having to “outwork and outperform their colleagues to get ahead,” which becomes emotionally taxing for women of color and impacts their overall health (Catalyst, 2018). The problem lies with women being met with unsupportive superiors, in uncomfortable work conditions, that limit opportunities; but yet, having to take on more work that negatively impacts their family life (Tucker, Wolfe, Viruell-Fuentes, Smooth, 1999).

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Creating boundaries can help prevent this from happening, there are many more ways to prevent workplace harassment for both victims and businesses.

## **Recommendations**

### **Preventing workplace harassment**

Victims of harassment often feel guilt, shame, anger, embarrassment, and feeling confused about how to prevent it. The U.S. Equal Employment Opportunity Commission (EEOC) suggests to “inform the harasser directly” and “explain that their misconduct is not welcomed and should stop”, and “report the issue in the early stages”. Sonia Rae suggests that victims should tread lightly when being verbal because the harassment could increase. If you choose to respond verbally, she suggests saying, “I have friends who do not feel that way.” Sonia also reports that the strongest defense is “empowering oneself;” this means recognizing your strengths. Interviewee 1 suggest finding work elsewhere after reporting the incident. Interviewee 2 suggests documenting the harassment, report it, and if inside resources do not work one should use external resources like L&I or an attorney; she also suggests not to stay employed at a location where harassment thrives, “because you only have one life.” Respondents to the survey advise to report it to human resources, speak up, and confide in loved ones. The victim should know their own boundaries, report all types of harassment. If you are unsure about what you are experiencing, contact your local L&I or EEOC office (*See Appendix E for resources*).

Many times, victims are afraid to report incidents due to retaliation, but reporting an incident gives the business the opportunity to handle the issue. Businesses have many ways to correct and prevent workplace harassment. According to Wingfield (2020) employers could start at the recruiting stage by “changing hiring practices by learning from organizations that are

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known for working with diverse employees”. Ferrel, Fraedrich, & Ferrell (2019) suggest “establishing a statement of policy naming someone in the company as ultimately responsible for preventing harassment at the company,” establishing proper “definitions of sexual harassment,” having a “zero tolerance for retaliation”, “enforcing and encouraging victims to speak up and report the incidents”. Implementation of internal complain systems, will help employees feel secure when reporting harassment; they are a great way for businesses to establish trust and catch complaints prior to moving on to external sources (Yahnke, 2018). The U.S. Equal Employment Opportunity Commission suggests in their article, “*How can I prevent harassment,*” that employers should “ensure that managers understand their responsibility to stop, address, and prevent harassment.” This is great advice because many managers push these issues off to other departments, covering up, and/or retaliating against victims to keep quiet. Managers should be educated, update training, and enforce policies. Management will need to “encourage team members to have each other’s backs” (Travis, & Thorpe-Moscon, 2018). All forms of workplace harassment is something that should be spoken about in the workplace with training and signed contracts affirming that employees promise to report and prevent it from happening, this holds each employee accountable for their actions, and installs trust. Prevention is not difficult, but for organizations who have turned their heads when presented with a workplace harassment issue, it can be a difficult transition to make, but there is no doubt about it, the transition should be and can be made to put a stop to workplace harassment.

*Please see Appendix E on page 32 for resources if you are experiencing workplace harassment.*



<https://insightww.com/how-to-address-and-prevent-workplace-harassment-claims/>

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## Resources

Anonymous. (2021, June). Personal interview 1.

Anonymous. (2021, June). Personal interview 2.

Consequences of sexual harassment. (2021). Ramapo College of new Jersey. Retrieved from

<https://www.ramapo.edu/sexual-harassment-resources/consequences/>

Ferrell , O. C., Fraedrich, J., & Ferrell, L. (2019). Business Ethics: Ethical Decision Making & Cases, 12th Edition. Boston: *Cengage Learning, Inc.* (Ch. 3).

Lewis, J., Coursol, D., & Wahl, K. H. (2002). Addressing issues of workplace harassment:

Counseling the targets. *Journal of Employment Counseling*, 39(3), 109-116.

doi:http://dx.doi.org.hope.whatcom.edu/10.1002/j.2161-1920.2002.tb00842.x

Murphy, J., & Murphy, B. L. (2010, March). Legal and psychological effects of workplace harassment. *Fire Engineering*, 163, 149-153. Retrieved from

<https://mywcc.whatcom.edu/OnlineResources/LibraryDatabases.aspx?DirectURL=https://search-proquest-com.hope.whatcom.edu/magazines/legal-psychological-effects-workplace-harassment/docview/338455454/se-2?accountid=2906>

Ontiveros, M. (1993, January). Three perspectives on workplace harassment of women of color.

*Golden Gate University Law Review*. Retrieved from

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Racial and gender bias at work harmful for women of color and their health. (2018, February 15). *Catalyst*. Retrieved from <https://www.catalyst.org/media-release/racial-and-gender-bias-at-work-harmful-for-women-of-color-and-their-health/>

Sonia, R. (2021, June). Personal interview 3.

Travis, D., Thorpe-Moscon, (2018). Day-to-day experiences of emotional tax among women and men of color in the workplace. *Catalyst*. Retrieved from <https://www.catalyst.org/wp-content/uploads/2019/02/emotionaltax.pdf>

Tucker, J. ,Wolfe, L.,Viruell-Fuentes, E., & Smooth, W. (March 1999). No more “business as usual.” Women of color in corporate America. *Report of the national women of color work/life survey*. Retrieved from <https://www.shrm.org/hr-today/news/hr-news/documents/wf1.pdf>

U.S. equal employment opportunity commission. Harassment. Retrieved from <https://www.eeoc.gov/harassment>

U.S. Equal Employment Opportunity Commission. How can I prevent harassment? Retrieved from <https://www.eeoc.gov/employers/small-business/5-how-can-i-prevent-harassment>

Wingfield, Adia. (2020, October). Women are advancing in the workplace, but women of color still lag behind. *The Brookings Institution*. Retrieved from <https://www.brookings.edu/essay/women-are-advancing-in-the-workplace-but-women-of-color-still-lag-behind/>

Yahnke, K. (January 17, 2018). 11 Types of workplace harassment (and how to stop them). I-Sight. Retrieved from <https://i-sight.com/resources/11-types-of-workplace-harassment-and-how-to-stop-them/>

## Appendix A – Survey Questions

1. Have you ever experienced workplace harassment? Yes – No

What was the experience (*optional*)

2. Race/Ethnicity (*please check all that apply*) Black - White – Asian – Latino - Native American - Native Hawaiian - Middle Eastern

3. Age

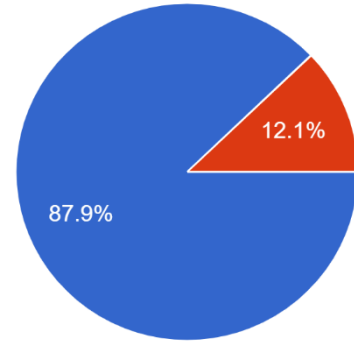
4. What type of workplace harassment have you experienced (*check all that apply*)? – Sexual (*e.g., Unwanted touching, requests for sexual favors, sexual comments, rape, etc.*) – Intimidation (*e.g., emotional manipulation, verbal abuse, embarrassment physical assault, etc.*) – Cyber (*e.g., repeated texting, making fun in group email, offensive meme, rumors, etc.*) – Bigotry (*e.g., jokes insults, misconduct, undervaluing ideas, refusing to assign leadership roles, etc.*) – Third-Party (*e.g., harassment has happened from an outsider and not by another employee*) – Psychological (*e.g., spreading rumors, ridiculing, attack on reputation, mocking humiliating, etc.*) – Coercion (*e.g., threats to influence the behavior of another, leading to fear of threat.*) – Racial (*e.g., Racial jokes or comments about looks, accents, beliefs, stereotyping, etc.*) – Religious (*e.g., based on someone’s religion or beliefs: jokes, pressures to convert degrading, etc.*) – Disability (*e.g., segregating victim, failure to accommodate or give opportunities, ridiculing, etc.*) – Sexual Orientation (*e.g., offensive comments about sexual orientation, threats, etc.*) – Citizenship (*e.g., name calling, stereotyping, derogatory comments, unequal treatment, etc.*) – Age-based (*e.g., 40 years or older, and very young. Stereotyping, criticizing, being left out, etc.*)
5. Position held when harassment took place?

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6. How did the harassment effect your health? Anxiety/fear/panic attacks – Depressed – Suicidal thoughts – Trouble sleeping – health issues (*e.g., ulcers, high blood pressure, heart attack, thyroid issues, hospitalization, etc.*) – Loss of Self-esteem – PTSD
  7. How did it effect your performance? Low productivity – inability to concentrate or stay motivated – Ruminating thoughts – Distancing yourself from others/self-isolation/nonsocial – Trouble making decisions – Attendance issues: taking days off when not sick or coming in late
  8. How did it make you feel?
  9. Did you report the problem? If so, to whom? If not, why not?
  10. What type of action was taken? – Nothing – Reprimand (*verbal only*) – Reprimand (*written only*) – Reprimand (*termination*) – Sent to Anti-harassment training – Retaliation towards you for reporting – Demotion or Relocation – Legal action – Nothing yet, still waiting. (Less than 1 month) – Nothing, did not report.
  11. What are ways someone can respond to workplace harassment?
  12. What are ways your organization or can an organization do to respond or prevent workplace harassment?
  13. Any additional comments:

## Appendix B – Survey Data

1) Have you ever experienced workplace harassment?  
66 responses

● Yes  
● No



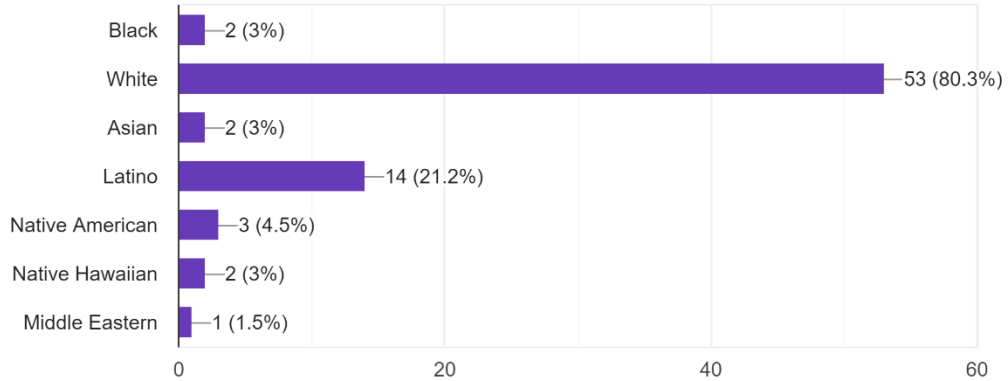
What was the experience (optional 42 responses)

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• Manager/owner accosted me one evening at the office.</li> <li>• My supervisor would make unnecessary comments on my performance. I knew she was racist and went to Management and reported to them what she was doing but she still continued along with her racist friend who was also a supervisor.</li> <li>• Catcalls, pretty girl go get coffee.</li> <li>• Coworker thought I reported her using her phone while driving a bus. She talked harshly at me and didn't listen when I said I didn't say anything. She was intimidating to me for the rest of the day. She ended up getting fired as well as being told I never said anything it was people driving by and seeing her on her phone. I never saw it I was in the back mind the children.</li> <li>• Sexual harassment for a shirt I was wearing with a cover up.</li> <li>• Smacked my butt, being completely disregarded based on age and directly being female (international boss from a male dominated society-japan)</li> <li>• I was offered a management position as a newcomer and the initial woman who applied for the position went all out trying to get me fired by spreading rumors, complaining to my boss, spreading untruths about me and encouraging others to do the same. It was nasty.</li> <li>• My boss gave me a raise and then came onto me sexually.</li> <li>• Sexual harassment.</li> <li>• A person insulted my intelligence.</li> <li>• Sexual harassment.</li> <li>• The first was a teenager clerking at a YMCA in the 70s. Another staff member slapped my ass as he passed me. I whirled on him and read him the riot act and chewed him out in public. That was the only easy one to handle. I attended college and earned two degrees, then motherhood intervened. I attended college and earned two degrees, then motherhood intervened. In my late 20s I moved to a new state and tried to break into a very insular, heavily ethnic field (ratio to local population was skewed). One interviewer bluntly told me I was the wrong color and had not lived there long enough; that I would quit in a few months and "go back home." I returned to school and picked up another Associate Degree and certification as an EMT, with national accreditation, honors, Dean's list, etc. As an outsider by color and background I was constantly monitored and scrutinized for any error. When I failed to meet often unspoken expectations I was publicly chastised. Reporting it to management was met with shrugs and the rational that I just didn't fit in. In my 50s, back in my home state, I took another degree and certification as a Medical Assistant. I graduated top of my class, Phi Beta Kappa, Dean's list, the works. I got 3 interviews and was not hired yet the 20 yr olds who were in the bottom 50% were hired.</li> <li>• Years ago. Sexual Harassment</li> <li>• "Do this or get fired" type of harassment</li> <li>• Picked on at work, being called names, managers calling and emailing me so that I am unable to get rest or family time. I dang wrong my life with particular projects.</li> <li>• I have a lot. I've been touched, commented about, catcalled, sequel comments made to me or about me within earshot, told I can't do certain jobs, had rumors spread about me, etc</li> <li>• Older male making inappropriate comments</li> <li>• Sexual and favoritism and derogatory comments</li> <li>• My manager (a male) sexually harassed me at work multiple times and higher management did nothing about it when I reported what was happening.</li> <li>• I've been groped by coworkers working at a bar, who claimed they didn't see me. I had a former boss try to force me to hug him.</li> <li>• Repeatedly asked out and hit on by older coworkers</li> <li>• I have been assaulted and threatened to be punched. I was called names like fat, bitch, stupid, idiot, and spoken to in a sexual manner by upper management. I was told to shut my mouth because I would make the company look stupid and it was bad enough that a woman was in management. I was told not to hire non-white candidates.</li> </ul> | <ul style="list-style-type: none"> <li>• Was told I needed to write when I put my children before my job, even though my work didn't suffer. Was often told I was wrong about anything because I was a young girl. Even when I used written company policy to back up what I said and prove them wrong higher ups would have to "look into it" and they would often change policies. Me and another woman manager acting as gm and assistant manager were told we would get the jobs for months while being under paid, then they brought in another guy for the job despite us running the store better than it had been in a year and continued to run the store under paid until we left.</li> <li>• My supervisor bullied me as well as having sexual harassment from a male coworker</li> <li>• sexual jokes which included a one eared elephant while pants were lowered mid thigh. Supervisor did this in front of a group of women in a machine shop in the late 1970s. My job to check parts in machine shop. Machinists called me to machine room where group was gathered around scale. Asked me to get in because they wanted to know how much I weighed. I was denied a machinist job because business had only one restroom. It had a locking door and one toilet &amp; sink inside. I was told the mem wouldn't like sharing the toilet. Im not sure why they interviewed me to begin with. Ir why they didn't say thanks we will let you know.</li> <li>• Inappropriate physical contact, sexual innuendo, fat phobia and degradation due to size. 3 different companies.</li> <li>• Yes. Due to my size and looks, I was placed in a position that had me in the back instead of working front counter. I was treated poorly with the intention of either forcing me to quit or to continue working a position that was hiding me in the back.</li> <li>• Verbal abuse, unwanted sexual and relationship advances (most of these instances were when I was young) but I still deal with difficult people as a small business owner. The worst offenders are typically men with fragile egos who enjoy putting women in their places. It is nerve wracking and scary at times but requires that you remain firm and professional, try to hand their ego while being very clear about what you hear them saying and what you are willing to do for them.</li> <li>• Old men at Victoria's Secret would comment on my body at ups my ex bf transferred specifically to my location to be my direct supervisor.</li> <li>• My last boss in Mexico was verbally abuse everybody, she made comments about our appearance (weight, clothes, makeup, hairstyle). She was always yelling at everybody. She is a known rich person in Mexico and she uses that to control people. She even called me "man eater" during her show, only because I was wearing a red dress.</li> <li>• Constant unwanted body touching</li> <li>• Inappropriate comments, advances and speculation of my private life.</li> <li>• I have had minimal issues, however the two that stand out were when a boss of mine (female) was publicly unkind and rude to me (at a board meeting). The board members actually stepped in and stopped it. The second time was in a retail job. The type of retail tends to have more male customers. The male customers would not listen to the advice I was giving to them, but when a male coworker said the same thing (exact same words) they listened. That happened a lot in that field...</li> <li>• Not being included the way male peers are.</li> <li>• Sexual harassment from a boss at a restaurant I worked at years ago when I was younger. He wanted sexual favors in exchange for more/better hours. I reported him and discovered he had been doing it to others as well. He was fired.</li> <li>• I worked security and a captain would have model are Uniforms for him.</li> <li>• I worked hard and wanted others around me to work hard too and motivated that behavior which was against the Management's lazy culture at the time. Then, due to having this self motivated work ethic, one employee took it upon himself to tell everyone new that was hired that I was a "bitch". This happened over and over again, until I stood up for myself.</li> <li>• A prescriber made inappropriate sexual comments towards me</li> <li>• Embarrassment</li> </ul> |
|---|---|



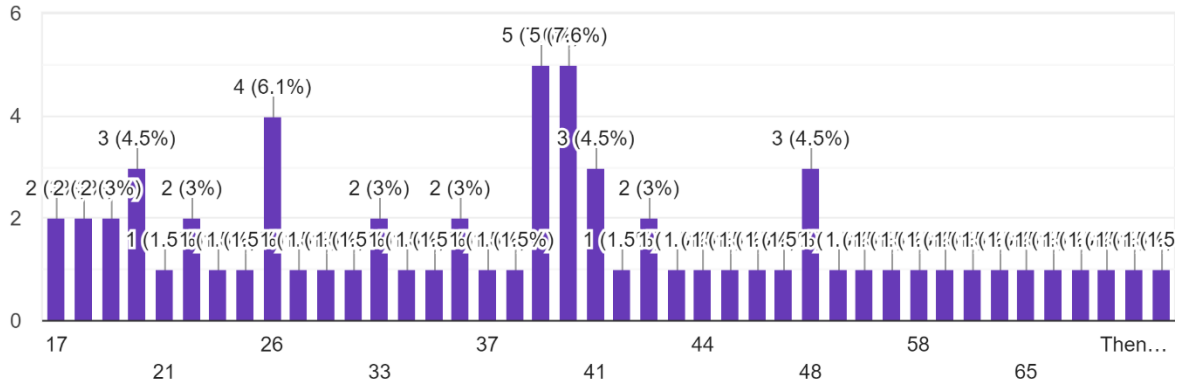
## 2) Race/Ethnicity (please check all that apply)

66 responses



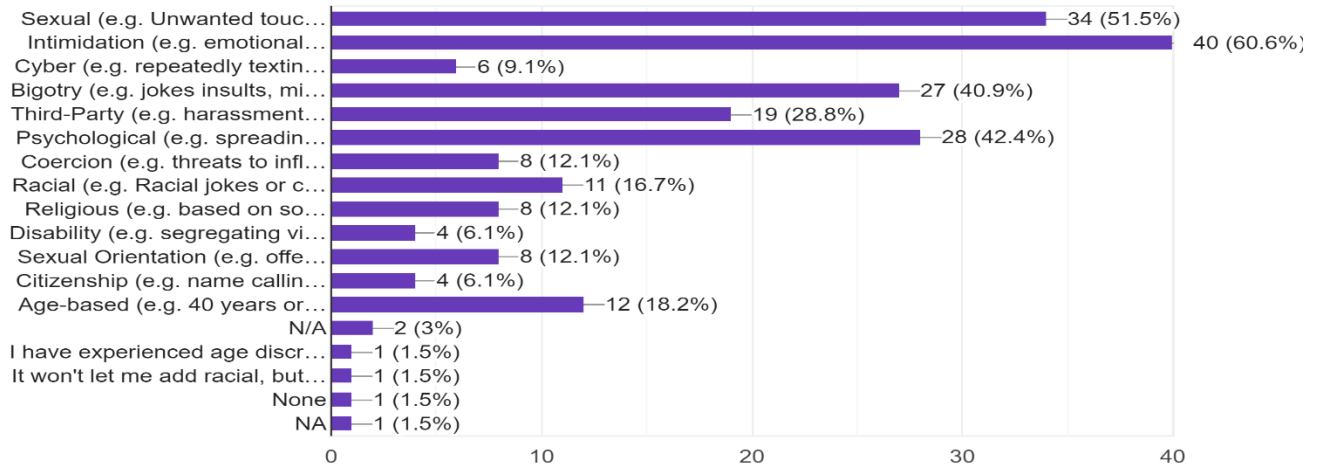
## 3) Age

66 responses



## 4) What type of workplace harassment have you experienced (check all that apply)?

66 responses

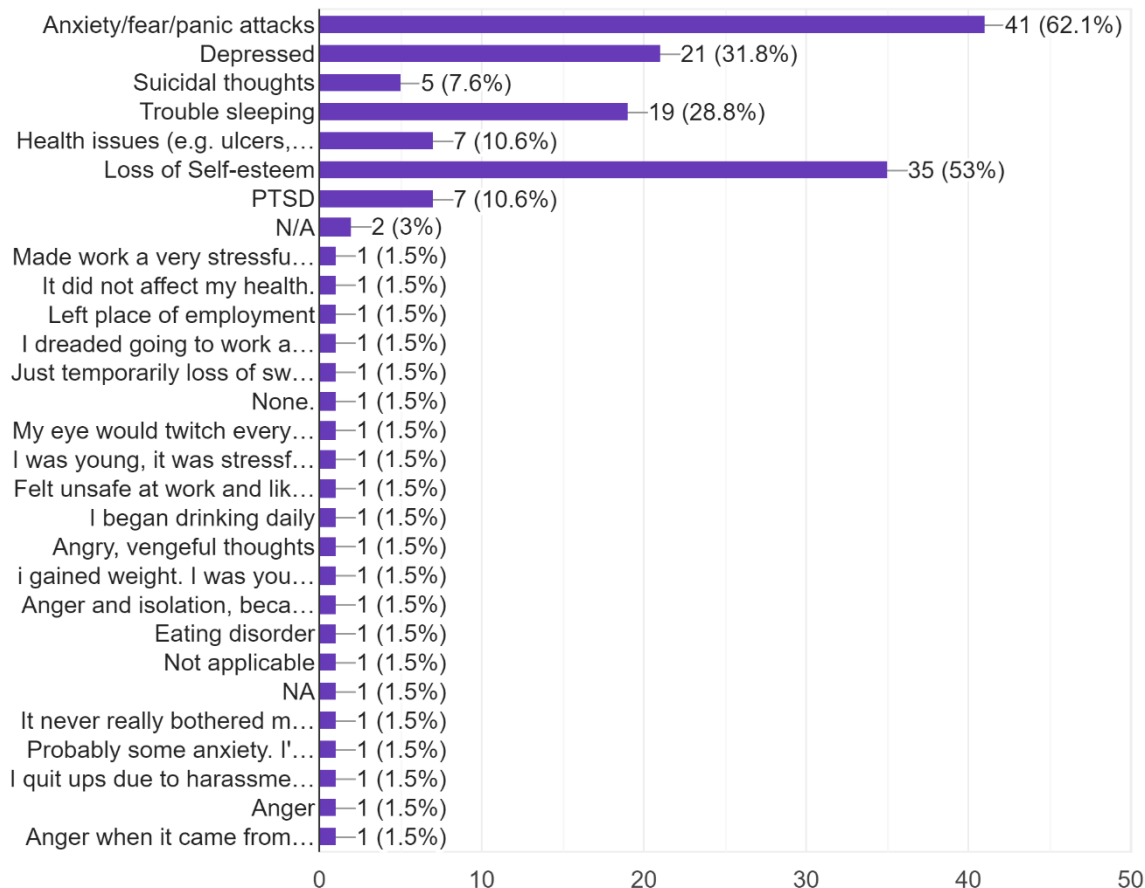


5) Positions held when harassment took place (66 responses)

<ul style="list-style-type: none"> <li>• Director</li> <li>• Safety equipment manager</li> <li>• Security Officer</li> <li>• Deli department manager</li> <li>• Counselor</li> <li>• Crew member</li> <li>• Assistant Manager</li> <li>• Preschool teacher</li> <li>• Account Coordinator</li> <li>• I was an employee; my manager was the harasser.</li> <li>• Supervisor</li> <li>• Staff member</li> <li>• Educator</li> <li>• Accounting assistant</li> <li>• Floor manager</li> <li>• Associate</li> <li>• Bartender and Bookkeeper</li> <li>• General Employee</li> <li>• Entry level</li> <li>• Crewmember</li> <li>• Cashier</li> <li>• Operations Manager</li> <li>• Sales agent</li> </ul>	<ul style="list-style-type: none"> <li>• Teacher's Aide</li> <li>• Direct Support Profession</li> <li>• Office Administrator</li> <li>• Assistant manager, employee, any and all.</li> <li>• Retail worker and office worker and physical labor job – all places</li> <li>• Hostess, receptionist, property manager</li> <li>• Counselor</li> <li>• Regular employee</li> <li>• Barista (position at job?)</li> <li>• Marketing Assistant</li> <li>• Crew Member</li> <li>• Emergency Medical services, medical assistant, desk clerk</li> <li>• Hair stylist, waitress, para-educator, student</li> <li>• Retail clerk</li> <li>• Waitress</li> <li>• Alcoa Intalco Works &amp; Military</li> <li>• Supervisor</li> <li>• Shift manager</li> <li>• Administrative assistant</li> </ul>	<ul style="list-style-type: none"> <li>• Machine shop mechanical inspector</li> <li>• Software designer and tester, admin. Assistant</li> <li>• Customer Service and Cashier</li> <li>• Project manager</li> <li>• Victoria's Secret sales rep and ups package handler</li> <li>• Writer</li> <li>• Server</li> <li>• Project coordinator</li> <li>• Line cook</li> <li>• All of them? Casino Host, customer service, purchasing coordinator manager</li> <li>• Retail worker (bike shop), church youth leader</li> <li>• Sever in a diner</li> <li>• Customer Service associate then department manager</li> <li>• Fitting room attend</li> <li>• Assistant HR</li> <li>• Receptionist/AP clerk</li> <li>• RN</li> <li>• Registered Nurse</li> </ul>
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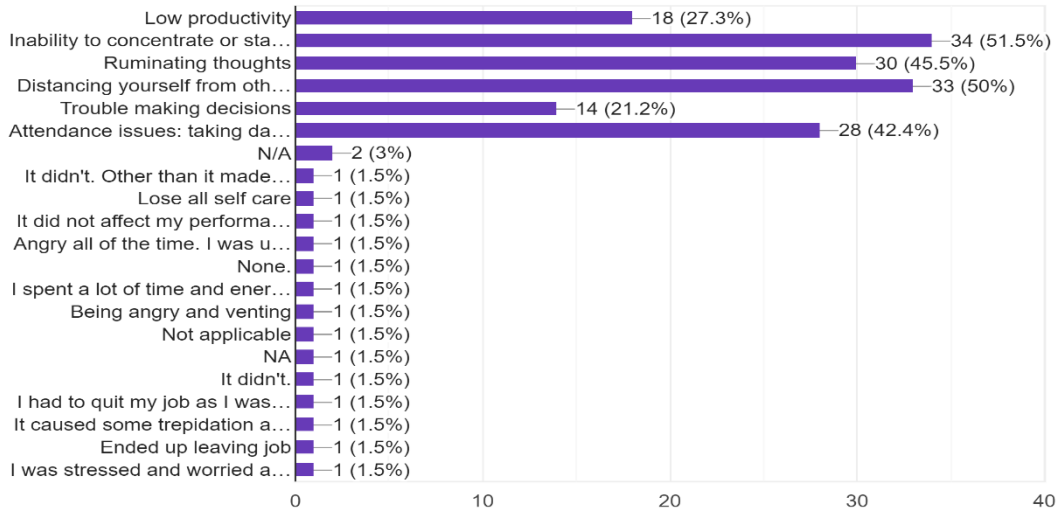
6) How did the harassment effect your health?

66 responses



### 7) How did it effect your performance?

66 responses



### 8) How did it make you feel? (66 Responses)

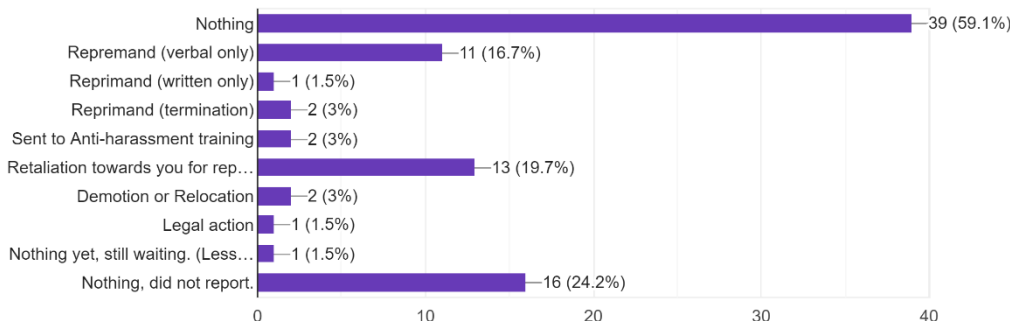
<ul style="list-style-type: none"> <li>• Angry</li> <li>• Worthless</li> <li>• There are so many different instances but overall it just pisses me off at the time. But I usually just let it roll off my back.</li> <li>• Afraid. Ashamed.</li> <li>• It make me feel misunderstood. I took it in stride when I realized after bringing it up to higher management that he would get his just deserves and I would have to prove myself as a woman in the field I am in rather than having it handed to me like the rest of management had sadly.</li> <li>• Not valued.</li> <li>• Small</li> <li>• Sad that upper management would allow it.</li> <li>• Age discrimination has made me feel frustrated because I can do my job just as well as my coworker.</li> <li>• Not good! I felt used and myself esteem and self confidence got lower and lower.</li> <li>• Undervalued for being a girl.</li> <li>• Worried. Didn't want to be near the person.</li> <li>• I didn't really care. I laugh about it now.</li> <li>• I isolated myself for several months after. I had anxiety attacks at even the thought of going out of my apartment.</li> <li>• Low self esteme and anger that owner didn't stop the sexual harassment directed at 2 women. Supervisor kept map with pins inserted where he had been to brothels in Nevada and business cards from prostitutes he paid for. This was on the wall of the shop and the owner ignored it. It was considered a male environment and if you wanted that well paying job you had to tolerate it. This was not unusual in that field in the 1970' and 80's. They wouldn't get away with it today.</li> <li>• Super gross</li> <li>• Gross, disappointed</li> <li>• Not valuable</li> <li>• Stressed &amp; angry, undervalued as a person</li> </ul>	<ul style="list-style-type: none"> <li>• Extremely uncomfortable.</li> <li>• Sad.</li> <li>• Stressed and always questioning my performance and capabilities.</li> <li>• Uncomfortable to be at work.</li> <li>• My self esteem went down and I really didn't feel like putting my best effort toward the job.</li> <li>• Very upset and angry.</li> <li>• Uncomfortable and unsafe</li> <li>• Stressed, angry, scared.</li> <li>• Like I wasn't valued in the workplace.</li> <li>• That when people are pushy enough they really don care about how effect some thing affects you only them.</li> <li>• Scared of going to work, nervous about my overall safety.</li> <li>• Made me feel worthless, depressed, and trapped. I felt like I was doing something wrong.</li> <li>• Women in th south were 2<sup>nd</sup> class back then.</li> <li>• Sad. But when I found out that coworker was not longer employed so the effects on me were minimal</li> <li>• Horrible but I felt like I couldn't do anything right in her eyes.</li> <li>• Dirty.</li> <li>• Angry and useless because I could not find people to help me solve the harassment.</li> <li>• Sad, frustrated, anxious</li> <li>• Weird. I was young. It's great to get attention. It was acceptable in a way back then. ""Boys will be boys attitude" Not anymore. It is gross.</li> <li>• Angry and isolated</li> <li>• I was angry and sad. It made me feel worthless and lonely.</li> <li>• Pretty awful. What started as a promising, and fun, job turned into feeling completely isolated and very aware of my weight and how I looked. Clearly I didn't fit the manager's idea of "attractive".</li> <li>• When she talked about my weight, she made me feel so bad, then I lost a lot of weight and she pretended to be concerned because I was skinny. She asked me if I was eating. I looked so good, met my husband and quit. I was so happy and relieved.</li> </ul>	<ul style="list-style-type: none"> <li>• Week, used, taken advantage of</li> <li>• She scared me. I was hurt she wouldn't listen and that she was so mean the rest of the day. Glaring and snapping at me.</li> <li>• Worried, upset and confused.</li> <li>• Like expressing certain concerns/feelings was being disregarded because "women are emotional." Mind you, I error on the side of a NOT being very emotional. SO to show emotion feels vulnerable anyway.</li> <li>• Devalued.</li> <li>• Constantly anxious.</li> <li>• Anger. Sad. Felt like not working so hard.</li> <li>• Horrible...I constantly had to defend myself to my supervisors and coworkers.</li> <li>• Manipulated, scared of losing my job, having to manage unwanted sexual advances from someone 20 years my senior.</li> <li>• Disgusting, low, unworthy.</li> <li>• Devalued as a human.</li> <li>• Unsafe</li> <li>• Like I was worthless.</li> <li>• The first physical contact made me feel like a sex object, not an employee. The second example made me angry, depressed, and left me questioning my dreams. The third, being passed over for my age, was severely depressing and I decided to retire from working. We are scraping by, but certainly happier.</li> <li>• I think it made me feel vulnerable in a way I hadn't before., I had been sexually assaulted by peers and catcalled by adults but this was older adults ( I was still just a teenager and in my early twenties) to my face yelling at me and treating me like an object. It was very depersonalizing but it also made me tougher in a way, able to remain professional and detached in the face of poor treatment.</li> <li>• Awful and gross</li> <li>• Unwanted and not worth my position</li> <li>• Pissed</li> </ul>
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9) Did you report the problem? If so, to whom? If not, why not? (66 responses)

<ul style="list-style-type: none"> <li>• No</li> <li>• I don't usually. I don't want to be considered 'one of those chicks' and 'too sensitive'. Not that it is right, but I grew up working here in a male dominated industry, so a lot of stuff that would normally shock others, doesn't phase me much anymore.</li> <li>• No I was afraid of retaliation. His word against mine</li> <li>• I did, to the owner, and I ended up crying and looking like a sensitive fool. What I wanted to convey was that it too away from my credibility in a leadership position. It did also hurt my feelings I'll admit, but I was 19. The 35 year old in me now would do it way differently.</li> <li>• Yes. Supervisor and HR</li> <li>• To an adult not at work</li> <li>• Owner</li> <li>• Yes, HR Manager</li> <li>• Yes, I reported the problem to higher management.</li> <li>• Yes, to corporate.</li> <li>• Not at first. I tried to just deal with it until I felt that I couldn't hold my tongue.</li> <li>• Sort of and it got brushed off.</li> <li>• Reported it to HR but because they were "friends" outside of work. I was blown off of he was "talked to" which just made things worse for me and was told by him to NEVER do that again or he would make sure I got fired.</li> <li>• No because I feel like they won't do anything about it</li> <li>• No, for fear I would not be believed.</li> <li>• No, he was my manager I was scared it wouldn't go anywhere</li> <li>• I did once it got so bad it was interfering with the job, to my boss.</li> <li>• The first one no. I was young and thought it would cause more problems in the workplace.</li> <li>• It was the boss</li> <li>• A cook at work since we don't have HR</li> <li>• At the most recent job/scenario, yes. Before no, because I believed I would be seen as the problem or that it would just create more trouble for me.</li> </ul>	<ul style="list-style-type: none"> <li>• reported to my managers every time</li> <li>• Yes, to HR, to the L&amp;I</li> <li>• No. He was the owner</li> <li>• Manager and HR</li> <li>• No</li> <li>• Yes I reported it to Management</li> <li>• Yes to my boss. Head of HR</li> <li>• No. Didn't see it as a big deal at the time. Didn't want to seem childish</li> <li>• I messaged a friend who told our other friend who reported it to the boss. As I was not on the same property as the bosses.</li> <li>• Yes to HT</li> <li>• No, it was coming from my boss.</li> <li>• To HR, but couldn't to management as they were the ones harassing me.</li> <li>• For one issue -yes. The party involved got paid time off while they made a decision to have them take classes before they could come back to work. Process felt long and unfair - not worth the outcome</li> <li>• No, young at one time, also no one to report to as it also came from bosses and no HR department in small business</li> <li>• Yes. To my supervisor</li> <li>• He was the boss.</li> <li>• Supervisor</li> <li>• No, because I felt very new at my job at the time and did not want to make my situation worse.</li> <li>• Yes to human resources</li> <li>• no because i felt like I couldn't</li> <li>• 1. The boss was watching and told me I acted appropriately, later letting me know he had admonished the employee. 2. Yes, and there was a hearing. No disciplinary actions were taken, but I was released after my probationary period. 3. No. There was no concrete proof.</li> <li>• Yes HR and higher positions.</li> <li>• Yes to HR and my union representative</li> <li>• No. I got groped in high school. They acted like it was ok.</li> <li>• Management, Human Resources, state</li> <li>• No, because she is powerful and I was afraid of retaliation. It is a small private business and she is the owner.</li> <li>• No, feared I would be fired</li> <li>• Yes. Member of leadership team</li> <li>• Yes, I reported it to another manager</li> </ul>	<ul style="list-style-type: none"> <li>• In the military yes. Intalco I did talk about issues to a few people but I discovered harassment happened even to the men. Sometimes more and learned to just completely separate work and home life. Basically keep your head down work, collect a paycheck and get the hell out. Their management was all a good ol boys club and people who had worked their way up by being mean to others. That seemed to be who they promoted for years.</li> <li>• We would try. But all our higher ups were best friend and did nothing when the problems were brought up. Were often told we could just leave then.</li> <li>• Yes. HR Dept.</li> <li>• There was nobody to report it to. We didn't have an HR, plus I'm not really sure rumors are something to report because finding the origin is almost impossible.</li> <li>• I did, but no one believed me</li> <li>• I didn't need to tell the owner. He was present when the supervisor lowered his pants every afternoon as part of putting on a lab coat. Didn't need to lower his pants but he always did in front of us.</li> <li>• Yes all 3 places. 2 companies to my immediate supervisor and the 3rd company to HR.</li> <li>• Yes. To the corporate headquarters.</li> <li>• My boss was well aware of many instances and repeat offenders. He would sometimes step in if it got really bad because some older men just don't respect young women or any women. He (my boss) walked a fine line of allowing me to handle it myself and send a message to the guys that I was qualified to do my job but that he would step in if I wanted him to. It just sometimes felt like I was a whipping girl for some men. They would never have treated my boss that way or even raised their voice to him but they would berate and abuse me with no shame just for fun it seemed because they could.</li> <li>• At Victoria's Secret it was customers so my boss couldn't do anything and my boss was the one during the harassing at ups.</li> <li>• Yes and we ended up having a mediator come between my boss and I. In the retail job, the male coworkers, stood up for me with the customers that were biased against me for being female.</li> </ul>
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10) What type of action was taken?

66 responses



11) What are ways someone can respond to workplace harassment? (66 responses)

<ul style="list-style-type: none"> <li>• Report it</li> <li>• Talking to supervisor</li> <li>• We can tell people higher up. HR. We have an anonymous hotline. My workplace does take harassment seriously.</li> <li>• Maybe telling someone</li> <li>• Tell said harasser that the action is inappropriate. Do not engage in a fearful or uncomfortable manner. This is often what the, lets say it, workplace bully is looking for.</li> <li>• Fire the person who is doing the harassing</li> <li>• Stand your ground, no one but you has your back if your a woman in the "mans work world" sadly</li> <li>• I have not experienced harassment in the workplace, so I cannot really say.</li> <li>• They need to go to the HR manager.</li> <li>• Go straight to management and report the problem and if management does not listen then if you are in a union go to your union rep. And have them help you find resources.</li> <li>• I truly think that when you shed light on it, nothing happens. You must have 100 percent proof and recordings or you will be the one who is treated worse.</li> <li>• Speaking up</li> <li>• When you see something say something</li> <li>• Please stop saying/doing that. Leave me alone</li> <li>• Call it out or report to HR</li> <li>• If someone sees it, stop it.</li> <li>• Wish I knew</li> <li>• Talk to supervisor</li> <li>• take action, ban the offending customer from the store or take over the register.</li> <li>• Document everything that is happening, dates and times. Professionally confront the individual who is doing it. After this, if it does not work go through the chain of command, and HR. If that does not work, then you should go to the state for assistance, and then seek legal advice.</li> <li>• Reporting it to HR, quitting, talking with other coworkers, taking legal action</li> <li>• Nowadays there are so many ways</li> <li>• Use CUS</li> <li>• Report</li> <li>• Report it to Management and above</li> <li>• Speak up.</li> <li>• Report to someone and get help</li> <li>• Don't yell back. Report it immediately.</li> <li>• Report it and express how it made you feel</li> <li>• I was young, in retrospect I wish I would have verbalized how he was coming across so he could hear how it sounded. I don't think he meant for it to be demeaning, but it was.</li> <li>• Report to HR, unless HR is the issue.</li> <li>• N/A</li> <li>• It varies for each situation, so it's hard to give a straightforward answer. As the person reporting, it was awful feeling helpless and unseen during the process. More support would have been great - but it felt more like HR wanted to stay hands off to not make it seem as bad as it was. HR was looking out for the company not the employee - that was my final takeaway.</li> </ul>	<ul style="list-style-type: none"> <li>• Direct confrontation to stop, reporting to HR</li> <li>• Talk their supervisor or Human Resources</li> <li>• Report, confront.</li> <li>• Speak up, don't accept it</li> <li>• Discuss appropriate actions/boundaries to resolve conflict, preferably first with a supervisor or any higher position of authority in workplace.</li> <li>• Look for different job</li> <li>• Talking to someone and if that doesnt work take it farther and maybe fire them ?</li> <li>• I think being very public about it gets results.</li> <li>• Quit because no one usually helps</li> <li>• Stick up for co-workers you notice are being harassed</li> <li>• You can't. No one will listen.</li> <li>• Let them know their actions or words bother you and be firm either in private or if you feel threatened in front of another person you feel safe with around to also hear the conversation.</li> <li>• Document what's happening, when you have it documented report it to higher ups. Tell the person or people to stop and remind them of the laws.</li> <li>• Immediately document the harassment and report to HR</li> <li>• Reporting to a higher up and keep climbing the ladder reporting until disciplinary action is taken. Depending on the harassment sanding from a final notice to termination. Or standing up for someone if you see it happening to others.</li> <li>NA</li> <li>• Tell your manager, clergy, family.</li> <li>• report it. There aren't many other options that won't end in the victim being reprimanded as well.</li> <li>• I tried to use proper channels, but it didn't work so I don't have an answer</li> <li>• Today? Report them. They wont allow it because rhey could get successfully sued. In those days some men thought it was funny. The bathroom stall was just weird. Why he felt the need to tell me I wouldn't get rhe job because only one bathroom? I've never figured that out.</li> <li>• Believe the recipient and help them understand they did NOT 'cause' it. Stand up for yourself and others - inappropriate words and actions are not acceptable, no matter who does them.</li> <li>• If they do not feel comfortable saying something to the perpetrator, they should go through the channels that the company has informed the employee of. It is required that companies have a discrimination policy - which includes harassment. If they do not, then it should be reported to L &amp; I.</li> <li>• I've never dealt with overt harassments at work from coworkers or superiors. Most of my career I have been self-employed. For the years that I did work with the public...I think having clear policies in place that people understand is important along with a mechanism for reporting instances that is designed to protect employees and not put them in a position of continued vulnerability and harm. I have dealt with a some contractors in my business who are clearly misogynists but most are not, at least overtly, especially when they realize I am the one paying them. I mostly ignore their ignorance and focus on communicating clearly what I need from them.</li> <li>• Always tell someone else, it needs to get reported</li> <li>• Reporting and if nothing changes, just leave the organization. I was really young and thought that quitting was being a failure, but at my age, I wouldn't tolerate that anymore.</li> <li>• Speak up. Educate about what is harassment. What is acceptable not acceptable etc</li> <li>• Fire the harasser</li> <li>• I'm not sure what you're asking here? Like the victim? Are you looking for a list of hypotheticals?</li> <li>• Report, collaborate with other co workers</li> <li>• Confront, report</li> <li>• I probably would not have done anything if it had not been so extreme.</li> </ul>
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12) What are ways your organization or can an organization do to respond or prevent workplace harassment? (66 responses)

- They have a lot of different ways to respond.
- Let your voice be heard
- Address it when you see it, don't wait for it to make people uncomfortable. It's SO OBVIOUS a lot of times and no one does anything. We have to be a team to make it a safe environment. When we hire now, I remind new staff that we have zero tolerance for any type of harassment EVER.
- Call it out. Make it stop
- Actually do something about the report
- Stop treating us woman like we are less of a worker because we are not a man.
- Each organization should have policies/plans in place for when harassment does not happen. There should be a confidential reporting policy/system in place, so people who feel intimidated can report incidents.
- Separate the person being harassed.
- Check in regularly with their employees and when an employee comes to them with a problem, listen to what that employee has to say and truly check into the problem before dismissing it.
- Always believe the victim
- When there is a complaint, they should act on it without revealing what you have reported. An outsider just being present is a huge difference. The harasser will refrain from harassing in front of others.
- Enforce the rules.
- Put in an ethics committee and change HR employees to a five year term.
- Check on your employees
- I think taking harassment claims more seriously in the workplace would be a good start. Rather than dismiss someone by telling them that maybe they misunderstood.
- Have an open healthy dialogue and have an environment that feels safe
- Talk to / reprimand those causing conflict in the workplace
- Talk about it more openly so that when and if something does occur it is not scary to talk about
- if someone expresses discomfort take it seriously even if you think you would be fine in their shoes
- Harassment awareness programs, making sure that policies and procedures are put into place. Organizations will need to take responsibility for the wellbeing of their employees. Reprimand accordingly, and have a zero tolerance for harassment of any sort.
- Take any reports seriously, send out surveys collecting feedback about the work environment
- Training before starting at the job and regular time ups
- Deeper anti harassment training and accountability
- Confront it
- Have meetings on the importance of treating people the way you would want to be treated.
- Classes
- Trainings. Making sure superiors take reports seriously.
- Not hire assholes, 6 month reviews
- Policies help, but cultivating the culture is what matters.
- Respond immediately, hire outside consultants
- Provide better or any counseling to people who face and have reported harassment. I reported and the person got paid time off and I got to come to work feeling stressed and alone.
- Have and HR department, have diversity, create an environment of openness (comfortable to talk about issues)
- Looking back, My supervisor put me in a horrible position me coming into the company with oversight over a beloved manager with staff who wasn't promoted to the position I was hired for. The fact that she let it continue and I was not allowed to terminate her or relocate her to a different department after her appalling behavior was frustrating.
- No tolerance, management model non harassment, wholehearted leadership ( dig into Brene Briwn's work... Particularly her book "dare to lead"
- Education, policy, values
- I think reports need to be taken seriously and handed according to the severity of the harassment.

- educate
- Training, no tolerance
- Treat their employees with respect and value, and prioritize training all employees to do the same. Anyone in a position of authority at a workplace needs to be trained in conflict resolution to assist anyone dealing with this situation. Termination needs to be implemented with discretion, but ultimately people need to feel empowered to set boundaries for themselves and have those boundaries respected and supported for a successful work environment.
- Trainings and making sure all levels understand what is not tolerated
- It really depends on whose owning the organization i think and what they will do. But its always good to follow up on things like that and make better decisions on what to do like fire them or get them suspended
- I believe that if management makes it very clear what will not be tolerated and set clear expectations of behavior then the majority of employee harassment will diminish. Things have changed dramatically in my 4 decades of employment, but there is still a long way to go.
- Personal meetings, listening and not tolerating harassment
- Build a good rapport with your team, communicate issues when they arise
- Both places it happened to me had anti harassment corporate training. In the military I had 2 separate incidents and both times I spoke up and both times the men were reprimanded immediately. At Intalco it was laughable. The supervisors at Intalco were the worst I've ever been around and covered issues up. They would actually start harassing people who made "waves" . They only stopped the men who were causing issues when you told them that you would be getting a lawyer and were writing everything down they said from then on they never did anything if you just verbally reported the problem. Most of the time it was better to either just ignore it or if really bad have fellow co-workers who were also men stand up for you. In my 12 plus years at the plant most of the guys were decent and like I said even the men got harassed.
- Have harassment training each year that specifies what harassment means. It's not just sexual. And create clear guidelines that employees and employers need to follow.
- Have policies and procedures in place that everyone in the company needs to abide by and adhere to. No playing favorites. Swift, immediate, and decisive action taken.
- Educate. The person was old school and this happened years ago. I'm sure times have changed now. This happened in the 1980's. But back then don't know if anything was done with this manager since he had been at the company a long time and I was a young person.
- Put in cameras, have a way to report people, have a very clear set of what is considered harassment so everyone knows and it can be less likely to happen.
- Have a set of guidelines and use them when harassment is reported
- I'm retired self employed now
- 100% open door policy. Permit and foster any employee talking to any supervisor/manager/owner. Period. Don't hide behind "not my department".
- We make it clear we have an open door policy and that people can come talk to us in confidence. We listen and then walk through steps to ensure it is handled properly - whether that includes firing or disciplinary action or clarification.
- I am a property manager who rents short term vacation rentals. Some of my peers who do this job try to screen tenants to weed out aggressive people. Sometimes you can spot them by how they address you in the very first message. I have of some people trying to trigger their guests before they even book them to see how they respond. I don't go this far but in retrospect the worst offenders have usually showed their hand before they became a real problem. If I had employees who were subject to this treatment I would make it clear that I have their back and their well being and appropriate treatment is my first priority.
- Making sure employees are educated in how to report as well as what is not acceptable behavior
- That place is so contaminated, she is the founder/owner, and no one does anything without her approval. Nothing can be done.
- They put up posters
- We have a written grievance procedure. We have workplace policies against harassment we all have to sign annually.
- Fire people when it happens
- I mean, I guess actually following through on harassment policies?

13) Any Additional Comments (22 responses):

- Maybe I'm not the best person for this survey. I generally let a lot of things go. But I do put my foot down and fight my battles when I do deem it necessary.
- This is a great survey. Thank you. I think the biggest takeaway for me from this experience is how to support my staff now. I have stayed with said company and now am the lead executive, which is the silver lining I guess, I can be a safe place for others to come who are experiencing this and make a change. I would also like to add that when I brought it up to the owner, I didn't ask him to do anything, I was more looking for advice on how to handle the situation. The harassment did stop, and that employee ended up getting fired years later for an unrelated incident.
- My former employer responded by making me move my desk, told me to not engage him, that he was "black" and just "being friendly" and I needed to be more understanding. He told me "I like it when you wear short skirts... wear that more often so I can look and try to see up the skirt". That is not friendly. I was pissed. And left shortly thereafter
- I wish things could change.
- Currently people who are being harassed have 2 options, quit their job or muster through it and try to dodge their harasser. Speaking up always seems like the wrong thing to do because there is no support once harassment is revealed. I have always felt that doing the right thing is hard but still must be done. In my last few years I have realized that without policies in place to eradicate workplace harassment such as No tolerance policies, we have no hope for change. The coin needs to be flipped where harassers fear job loss and all the horrors they unleash on others when they act out their hate. No tolerance policies. WHY IS THIS EVEN A QUESTION?
- I took matters into my own hands. He use to call me drunk and I saved all the recordings for a month or two. Then walked into his office and played them for him sober and threatened to take the recordings to his wife and the owner of the company...his family.
- Regardless of race, religion etc...harassment is no respecter of persons. Much like cancer is no respecter of persons. No one is immune.
- My believe in God Almighty helps me to deal with the injustice of people.
- More men need to learn "locker room" behavior is not ok even in a all male setting. More women are starting to stand up for themselves and others and calling it out, but men are still falling behind on learning what is not ok in general not just when women are present
- I witnessed this in another work place situation and when I reported and got involved, I was humiliated and blamed for reporting told that the men involved "respected women" and that it was really her fault for allowing and participating in "dirty jokes". They told her to keep her "cock trap" shut.
- This survey certainly brought up old, buried memories.
- Retaliation has been a big issue when reporting harassment.
- Male sexual harassment is still acceptable. It is not right.
- I feel like harassment happens too often and hr or the state doesn't listen to our complaints. I've gotten harassed so much more than any other women, because of my race.
- Nope :)
- It was a scary experience for me. It happened when everyone in the office had gone home and it was just him and I working late. So long ago that I don't remember what he said to me. But I remember his name and have never forgotten that experience.
- Thank God thongs have changed. People know I w rhey can not behave like this without possible consequences. They still do if they think they can get away with it.
- Discrimination isn't just a race or gender issue. It happens to many of all different shapes and sizes and ethnicities. To think it doesn't is naive.
- I think small private companies are harder to change. In a big organization, you have a HR department. There we just had a couple of persons in charge of the payroll and hiring, and that was it. There was no protection for anybody.
- It is very challenging when the discrimination comes from the boss. When you speak up and know there will be consequences, not termination but you know that maybe quitting would just be easier than dealing with it. Or made to feel weak or petty or not thick skinned if you speak up. Or too emotional or not a team player. Especially when you love your job and what you do. And most of the time even enjoy working for your boss. Unfortunately sometimes antiquated philosophies or work practices don't change with the times even if you have policies acknowledging that they should.  
Nope  
Good luck with your paper!

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## Appendix C - Interview

The first interview was conducted via email, it is from a write, the second interview was in person, with a general manager, and the third interview is with a licensed life and marriage therapist (LMFT). The identity of all interviewees but one is kept private to protect the individuals so that they can speak freely about their workplace harassment.

### **Interview 1: Writer – Ethnic Female**

**1) Q: *What position were you in when you experienced workplace harassment?***

A: “I was hired as a writer for the owner of the business. She wanted me to write her biographic book. However, I never did that, and I ended up doing graphic design, production work, and even babysitting her grandchildren.”

**2) Q: *What type of workplace harassment have you experienced? By whom?***

A: “My boss, who was the owner of the place where I worked, would criticize whatever I did, from an article I wrote to my clothes, my hair, my or my weight. She even criticized my boyfriend back then. She also forced me to go to work on weekends or extended hours. She told me she would pay me extra hours, but she did not. When she was mad at me, she would put a job posting to find my replacement; so, she was happy, and she would take it down. She also called me “man eater” in a show because I was wearing a red tight dress.”

**3) Q: *Why do you think this happened?***

A: “I think she is an abusive person, and she enjoys showing she has the power in the business she created. She feels she owns her employees. After I left, she kept firing the persons who were replacing me right away. I know that because my former coworkers told me.”

**4) Q: *How did it make you feel?***

A: “I cried all the time; I was feeling tired and trapped. I wanted to leave the place, but I heard stories of people who left and never found a job again, and that was so scary.”



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5) ***Q: What type of action did you take?***

A: "I was young and kind of scared. In Mexico, it is hard you are going to win a case versus an owner, then I did not do much. When I got so exhausted and I could not handle the situation anymore, I quit, and that was one of my favorite days."

6) ***Q: Did you notify anyone in your workplace? Who? And what came of it?***

A: "There was not anybody who did not know about her abuse. She was doing it with everybody, and if you did not like it, she would fire you and even blame you for non-sense reasons. She fired one of my friends and accused her from stealing merchandise."

7) ***Q: During this situation what types of health and emotional side effects did you experience from it?***

A: "I think I was depressed. I felt tired when I was getting home, and I was falling asleep all the time. I also think that my gastritis and colitis got worse. I missed my lunch time many times and that might have ended up in diabetes."

8) ***Q: Have you healed from your experience, if so, how were you able to heal? If not, how are you coping and are you still experiencing health/emotional side effects?***

A: "Sometimes I have nightmares where I am going back to ask her for a job, and she is mean at me. I feel so much better now, but there was a time when I felt scared when I had those dreams. It has been a while since then, and now I know that they are only nightmares."

9) ***Q: Was there anything you could have done to prevent the harassment?***

A: "Not really, she is an abusive person. That is who she is. She likes harassing people, and it doesn't depend on the others."

10) ***Q: Were you the only one being harassed that you know of? If not, who else? Were they the same ethnicity and gender?***

A: "In Mexico, there is racism, but I do not think that was the case. I think she was harassing me because I had something she did not and could not get back: youth. Sometimes she told me I reminded her when she was young, she was a weird person, for sure. She went from hating me to

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loving me the same day. I was even invited to a party in her mansion, which was another strange situation.”

**11) Q: *How did other women treat you in the company? What was their nationality?***

A: “I was treated fine by everybody else, but her. In Mexico, the majority is Mexican. However, she always claimed that her last name was German.”

**12) Q: *What would you suggest others do if they are being harassed?***

A: “I would suggest everybody to report it and run away. At my age I know that no job is that important that you cannot leave it. I wouldn’t allow that again.”

## **Interview 2 – General Manager**

**1) Q: *What position were you in when you experienced workplace harassment?***

A: “I was an operations manager working for a service company.”

**2) Q: *What type of workplace harassment have you experienced? By whom?***

A: “I was verbally and physically assaulted, sexually harassed, name called, and annoyed by several useless calls that were intended on interrupting sleep, family life, and I was given emails to annoy me from doing my work. I was provoked in ways they expected me to respond aggressively or breakdown.”

**3) Q: *Why do you think this happened?***

A: “What I was told was that I was a female, and it was in retaliation for reporting sexual harassment, and it was the company’s way to try to push me into quitting instead of letting me go because they said they did not want to be sued for racial and sexual discrimination. I was called a “snake” for reporting the incidents.”

**4) Q: *How did it make you feel?***

A: “It made me feel angry, anxious, lonely, hopeless, depressed, stressed, and unable to think clearly.”

5) ***Q: What type of action did you take (if you reported it, to whom?)***

A: "I reported the actions to my Human Resource department, to the safety manager, and to the company partner. When this did nothing, I reported it to labor and industries. When this did nothing, I found a lawyer."

6) ***Q: And what came of it (explain what happened with each report)?***

A: "Human Resources told me to keep quiet about it, to not tell anyone, and if I wanted to go externally, I would not be able to do anything about it and the company would win, and she would report that I had not reported anything to her. She suggested I take medication to help numb me, she was doing the same. The Safety manager shared stories of what has happened to her but told me to get a lawyer & another job. The company partner, he told me it was wrong, it happened a lot, and he would take care of it. But nothing happened but him telling the owner I had blabbed about my poor treatment, and I was labeled a negative gossiper. I reported to labor and industries, they told me there would be along investigation, my information would be given almost like a court setting and it would be better to get a lawyer because this type of situations is a bit beyond their capacity. They also suggested that I contact the authorities to report the physical assault. I found a lawyer who comforted me and explained the laws the company had been breaking."

7) ***Q: During this situation what types of health and emotional side effects did you experience from it?***

A: "Where do I start... I ended up in the ER with organ failure and respiratory difficulties. I later had nightmares, fear for my life, panic attacks, depression, inability to work or have relationships. Diagnosed with PTSD. I am always watching over my shoulder, afraid that the owner is going to come after me or have someone hurt me or my family since he has so many connections in law enforcement. During the last year I worked at this job my hair fell out drastically, vision problems, heart palpitations, breathing difficulties, extreme sadness, helplessness, and feeling lost. And I now suffer with Graves' Disease and heart issues that I had confirmed by doctors that this was from my workplace, they mentioned that it is difficult to prove but it is their understanding."

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8) ***Q: Have you healed from your experience, if so, how were you able to heal? If not, how are you coping and are you still experiencing health/emotional side effects?***

A: “No, I have tried with therapy, but I have been unable to forget or ease the stress of what happened. I still have nightmares and fears of being harmed by my harasser. I cope with the emotional stress by watching movies, making art, and anything I can to preoccupy my mind. I have sleep issues that still happen, and I also am dealing with my health problems. Doctors do not know how my life will be from month to month or if I will be back in the hospital fighting for my life.”

9) ***Q: Was there anything you could have done to prevent the harassment?***

A: “I do not think there was anything I could have done. It all started with a new employee admitting she was jealous of me and my relationship, and she wanted to take it from me even if she had to kill me for it. I did not know the woman, just happened that way. The manager fell for her, and they started their harassment towards me. I could not quit, I contemplated it, but I couldn’t because I needed to show stable income to keep my spouse in the states.”

10) ***Q: Were you the only one being harassed that you know of? If not, who else? Were they the same ethnicity and gender?***

A: “At first, I thought I was, but I started hearing about and see other women getting harassed at work. One Hispanic male as well. But I was the only one who was getting such horrific harassment. People in the office would talk about how bad the harassment was towards me and how the owner hated me but couldn’t get rid of me because he was afraid of me. Employee jealousy about why I was given promotions and they were not.”

11) ***Q: How did other women treat you in the company? What was their nationality?***

A: “Other women in the company were pretty terrible towards me. They were always blaming me for things, trying to put their work off on me, and accusing me of things I did not do. They started harassing me as well, and towards the end it was constant harassment from them. They would scream at me in my face, tell me they did not care about my life or my happiness. Just awful things. White

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women in the office treated me very poorly. Spoke down to me like I was stupid, and I always had to prove myself to them. I was always working twice as much and taking on their work.”

**12) Q: What would you suggest others do if they are being harassed?**

A: “I would suggest that they document it, do not leave anything out, document it all. Report it to through the chain of command. If it does not work, report it to Labor and Industries. If that still does not work, go see a lawyer and then quit that job, because you only have one life, do not let that horrible job take your life away. It isn’t worth it.”

**Interview 3 – Sonia Rae, MA, LMFT**

**1) Q: What can you tell me about workplace harassment? What is the definition?**

A: “Harassment is unwanted, unsolicited negative, derogatory discriminatory remarks directed towards others; usually opposite sex, other ethnicities, religion and age-related remarks. The remarks take the form of insults, jokes, “power over” unprofessional remarks.”

**2) Q: What type of emotional issues does workplace harassment cause?**

A: “Emotional issues can manifest as Anxiety, depression, feelings of being ‘less than’, doubting one’s worth, frustrations, irritable, anger.”

**3) Q: What type of health issues does workplace harassment cause?**

A: “Health issues may begin as headaches, migraines, physical tensions in the body, stomach issues, chronic pain, irritable bowel syndrome, among many other symptoms depending on the individual’s constitution.”

**4) Q: Do these causes shorten the individual’s life span?**

A: “Shortened life-span. There are many variables to this question. If a person were to stay in a toxic work environment for years on end, where they were subjected to daily psychological intimidation, verbal abuse, sexual exploitation’s, limited in their natural abilities to progress in feeling good about their contributions, it could potentially affect their longevity.”

**5) Q: What traits does a workplace harasser have?**

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A: “Traits would be limited ability to feel empathy towards others. He/she would have feelings of entitlement, and have a sense of power and control over others. Their interior life would be feelings of lack of confidence, self-worth, suppressed anger, feelings of scarcity, not being or having enough. Therefore, taking their animosity out on others.”

**6) Q: Why do harassers harass others in the workplace?**

A: “Feeling of being inferior, needing to project those feelings onto others.

Workplace harassment towards ethnic women: There are social bias against women in general, and ethnicity could be an added bias. There is a power differential in the very basic structure of most workplaces. Example: owner, director, supervisor, manager, worker, janitor, etc.”

**7) Q: What type of resources should victims seek out to help them heal?**

A: Resources to heal: “The severity of the harassment would define the healing process; from finding another job to seeking professional help. Having emotional support from family and friends. Developing stronger ‘sense of self’. Being compassionate towards one’s self and others. If necessary, fight back with legal action.”

**8) Q: What are some verbal and physical responses should a victim enact to help them deal with a harasser?**

A: Verbal responses: “This can be a slippery slope. Individual differences are a criteria. In some extreme cases an remarks could lead to more harassment. Each situation would need to be considered. In general benign retorts may apply. For example for a verbal harassment, a person may reply, “I have (I know) friends and people who do not feel that way”. This affirms yourself and let’s the harasser know you will not be intimidated. Other remarks or sexual suggestions need to be reported immediately.”

**9) Q: Please provide any other information you feel will be pertinent for individuals to know about workplace harassment or the effects of it?**

A: Other information: “The strongest defense is to empower oneself: Recognize your own strengths. Be proud of them. Cultivate good friends.”

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## Appendix D – “11 types of workplace harassment” (Yahnke, 2018)

- 1) **Racial:** Racial slurs, insults, jokes, degrading. Gender: class ceilings, degrading women.
- 2) **Personal:** inappropriate comments, offensive jokes, personal humiliation, critical remarks, ostracizing behaviors, intimidation tactics.
- 3) **Physical:** Direct threats to inflict harm physical attacks (hitting, shoving, kicking), threatening behavior (shaking fists angrily), destroying property to intimidate.
- 4) **Power:** Excessive demands that are impossible to meet, demeaning demands far below the employees capability, intrusion into employees personal life.
- 5) **Psychological:** Isolating victims presence, belittling, or trivializing victims thoughts, discrediting, or spreading rumors, opposing, or challenging everything the victim says.
- 6) **Cyberbullying:** Send harassing instant messages or text messages directly to the victim, humiliating, mass email/chat, gossip.
- 7) **Retaliation:** Harasses someone else to get revenge and to prevent the victim from behaving in such a way again.
- 8) **Sexual:** Unwanted sexual advances, conduct or behavior.
- 9) **Quid Pro Quo:** In exchange for romantic or sexual services "this for that"
- 10) **Third party:** Someone from outside of the organization.
- 11) **Verbal:** threatening, yelling, insulting, or cursing at a victim in public or in private

Another form of harassment is “emotional tax,” this is where an individual feels dissimilar from their peers due to race and gender differences (Catalyst, 2015).

## Appendix E – Resources: If experiencing workplace harassment

<p><b>EEOC (Equal Employment Opportunity Commission)</b>  <a href="https://www.eeoc.gov/employers/small-business/eeoc-resources">https://www.eeoc.gov/employers/small-business/eeoc-resources</a>          Call 1-800-669-4000          For Deaf/Hard of Hearing callers:          1-800-669-6820 (TTY)          1-844-234-5122 (ASL Video Phone)          info@eeoc.gov</p>	<p><b>Project WHEN (workplace harassment ends now)</b>  <a href="https://projectwhen.org/resources/how-to-report-workplace-harassment-incidents/">https://projectwhen.org/resources/how-to-report-workplace-harassment-incidents/</a>  <b>WA Human Rights Commission Olympia Office</b>          711 S. Capitol Way, Suite 402          Olympia, WA 98504          Phone: 1-800-233-3247</p>
<p><b>L&amp;I (Labor &amp; Industries WA State)</b>  <a href="https://www.lni.wa.gov/workers-rights/workplace-complaints/discrimination-in-the-workplace">https://www.lni.wa.gov/workers-rights/workplace-complaints/discrimination-in-the-workplace</a>          Call 360-902-6088 or 1-800-423-7233.          Get a discrimination complaint form (F416-011-000) / Spanish discrimination complaint form (F416-011-999).          Visit an L&amp;I office in person.</p>	<p><b>WA Human Rights Commission Spokane Office</b>          1330 N. Washington St., Suite 2460          Spokane, WA 99201          Phone: 1-800-233-3247</p>
<p><b>U.S. Department of Labor (DOL)</b>  <a href="https://www.dol.gov/agencies/oasam/civil-rights-center/internal/policies/improper-conduct">https://www.dol.gov/agencies/oasam/civil-rights-center/internal/policies/improper-conduct</a>          Civil Rights Center (CRC)          (202) 693-6500; TTY (202) 693-6515          Inspector general          (202) 693-6999 or 1-800-347-3756</p>	<p><b>WA Human Rights Commission Yakima Office</b>          15 W. Yakima Ave, Suite 100          Yakima, WA 98902          Phone: 1-800-233-3247</p>
<p><b>Office of Washington State Auditor (Whistle Blower program)</b>  <a href="https://sao.wa.gov/report-a-concern/how-to-report-a-concern/whistleblower-program/">https://sao.wa.gov/report-a-concern/how-to-report-a-concern/whistleblower-program/</a>  <a href="mailto:whistleblower@sao.wa.gov">whistleblower@sao.wa.gov</a>          Printed forms must be sent to the Washington State Auditor’s Office:          Washington State Auditor’s Office          ATTN: State Employee Whistleblower Program          P.O. Box 40031          Olympia, WA 98504-0031</p>	<p><b>WA Human Rights Commission E. Wenatchee Office</b>          519 Grant Rd          East Wenatchee, WA 98802          Phone: 1-800-233-3247</p> <p><b>EEOC Seattle Field Office</b>          Federal Office Building          909 First Avenue          Suite 400          Seattle, WA 98104-1061          Phone: 1-800-669-4000</p>