



safe spaces & workplaces

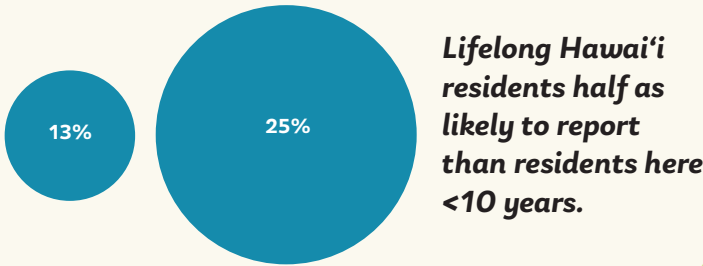
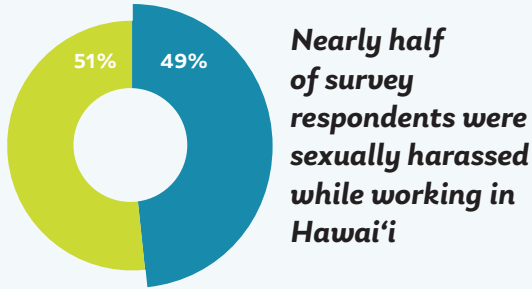
Our mission is to end sexual harassment
in Hawai'i workplaces through collaboration

A REPORT OF SURVEY FINDINGS
November 2019

workplace sexual harassment impacts our Aloha state

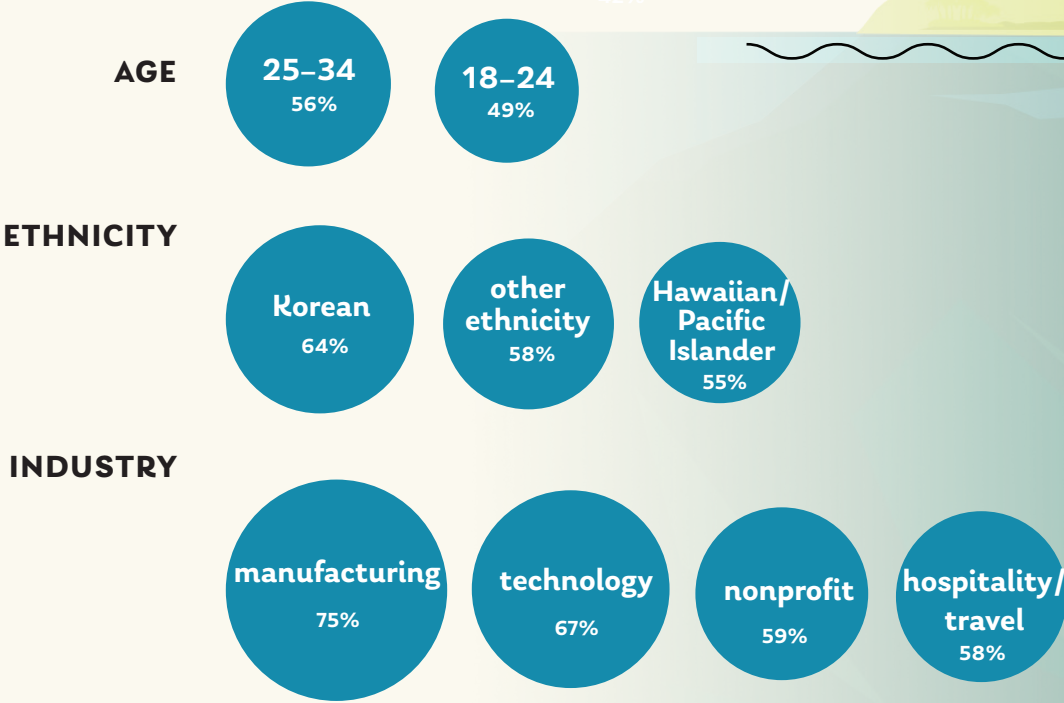
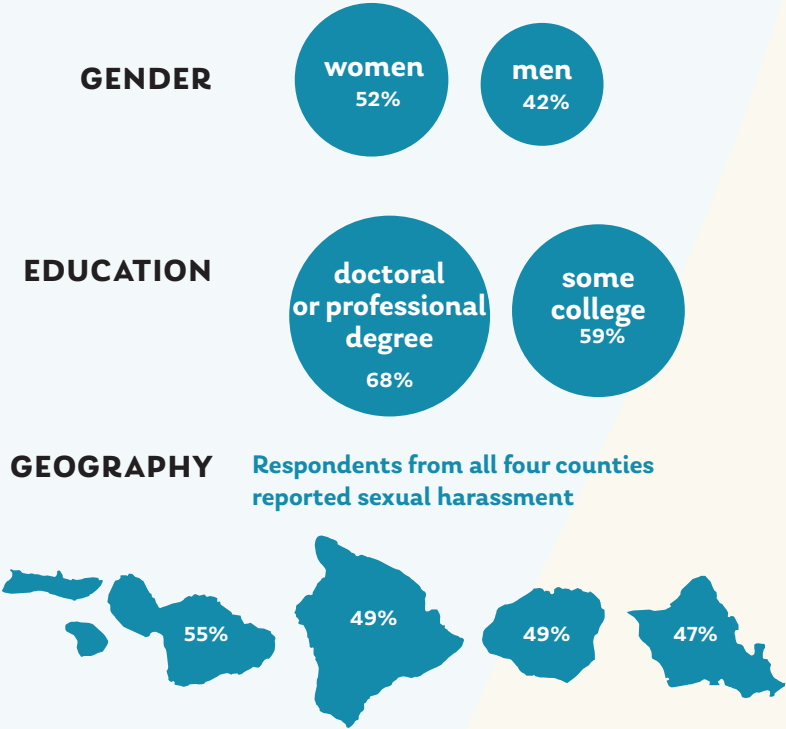
SSWP commissioned this first comprehensive survey of working adults to benchmark workplace sexual harassment in Hawai'i. Data were collected from 607 respondents via two online panels from January 22 – February 19, 2019.

key findings



who is most at risk?

Every gender, age, ethnicity, education level, geographic, and industry group reported harassment. The highest rates are depicted:



understanding sexual harassment

Sexual harassment in the workplace can take many forms beyond what is commonly visible on the surface and in public consciousness. A deeper awareness is the first step in prevention.

sexual coercion

- job promise in exchange for sex
- job threat in exchange for sex
- forcing a sexual act
- exposing genitals
- unwelcome sexual touching
- threats of harm

unwanted sexual attention

- talking about body parts
- sexually explicit comments
- asking sexual questions
- emailing/texting sexual content
- taking and/or sharing sexual pictures or videos of you

PUBLIC CONSCIOUSNESS

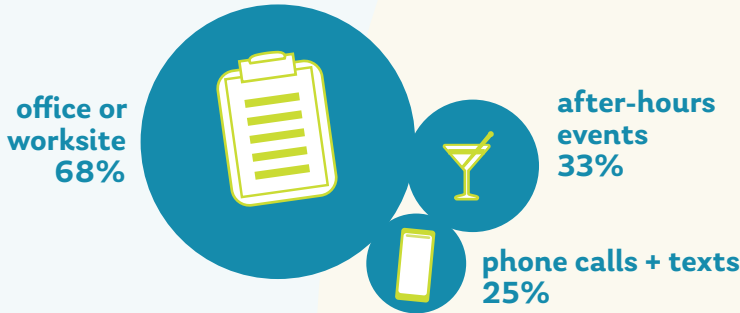
gender harassment

- sexist slurs like “Bitch,” “Slut,” “Cunt,” or “Ho”
- repeatedly texting or calling
- repeatedly asking for a date or phone number
- following /stalking
- giving inappropriate gifts
- whistling, honking
- making kissy noises, “Pssst” sounds
- leering/staring aggressively
- saying things like, ‘Hey Baby,’ ‘Mmmm Sexy,’ ‘Hey Hottie’

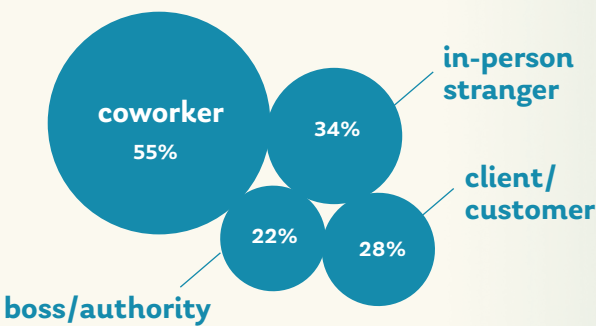
Survey participants responded to all of the above sexual harassment examples. Additional sexually harassing behaviors are:

- Giving unwanted “aloha” hugs or kisses
- Demeaning comments about gender or gender identity
- Spreading sexual rumors or gossip
- Telling sexual stories or jokes

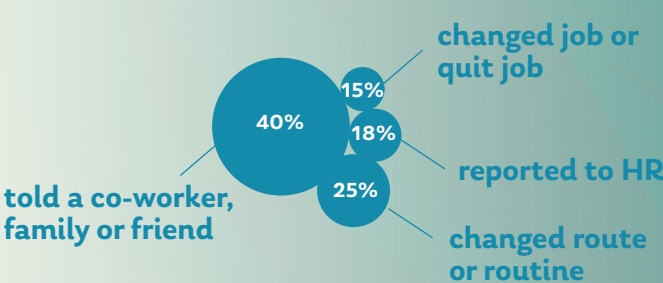
where does it occur?



perpetrators



responses





workplace leadership makes a difference

Taking workplace sexual harassment "extremely seriously" correlates with lower rates of harassment

INCIDENCE OF SEXUAL HARASSMENT

from respondents who were sexually harassed or witnessed it:

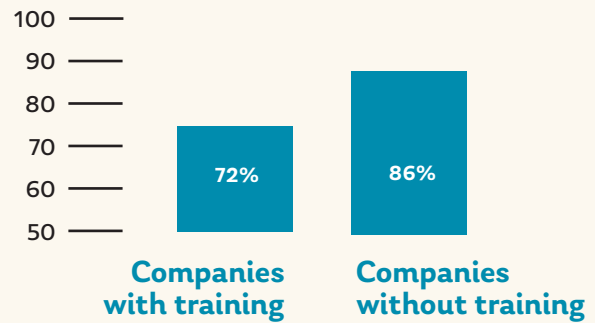


sexual harassment training makes a difference

Training correlates with lower rates of workplace sexual harassment

INCIDENCE OF SEXUAL HARASSMENT

from respondents who were sexually harassed or witnessed it:



What's next

stay connected with us

- 1 Become a Champion or Supporter today!
- 2 Keep listening and learning by subscribing to our mailing list.
- 3 Join us at safespacesandworkplaces.com.

mahalo to our founding champions & torchbearers



HAROLD K.L. CASTLE
FOUNDATION

