



Diversity & Sexual Harassment in the Workplace

Where do we start?

What we will discuss

- Definitions
- Global case studies
- Looking homewards
- Statistical data
- Call to Action

DIVERSITY

- the quality or state of having many different forms, types, ideas, etc.
- the state of having people who are different races or who have different cultures in a group or organization

The concept of diversity encompasses acceptance and respect of these differences in a safe, positive, and nurturing environment.



Elements of Diversity

- Age
- Gender
- Ethnicity
- Race
- Physical Ability
- Sexual Orientation
- Physical Characteristics
- Income
- Education
- Marital status
- Religious beliefs
- Geographical location
- Parental Status
- Personality Type

....the list continues

How well do YOU manage Diversity?

- Do you test your assumptions before acting on them?
- Do you believe there is only one right way of doing things, or that there are a number of valid ways that accomplish the same goal? Do you convey that to staff?
- Are you able to give negative feedback to someone who is culturally different from you?
- When you have open positions, do you insist on a diverse screening committee and make additional outreach efforts to ensure that a diverse pool of candidates has applied?
- When you hire a new employee, do you not only explain job responsibilities and expectations clearly, but orient the person to the campus and department culture and unwritten rules?
- Do you rigorously examine your Organizations existing policies, practices, and procedures to ensure that they do not differentially impact different groups? When they do, do you change them?
- Are you willing to listen to constructive feedback from your staff about ways to improve the work environment? Do you implement staff suggestions and acknowledge their contribution?
- Do you take immediate action with people you supervise when they behave in ways that show disrespect for others in the workplace, such as inappropriate jokes and offensive terms?
- Do you make good faith efforts to meet your affirmative action goals?
- Do you have a good understanding of institutional “isms” such as racism and sexism and how they manifest themselves in the workplace?
- Do you ensure that assignments and opportunities for advancement are accessible to everyone?

SEXUAL HARRASMENT

- unwanted conduct of a sexual nature, or other conduct based on sex affecting the dignity of women and men at work. This includes unwelcome physical, verbal or nonverbal conduct
- Conduct is considered sexual harassment if it is (1) unwanted, improper or offensive; (2) if the victim's refusal or acceptance of the behavior influences decisions concerning her employment or (3) the conduct creates an intimidating, hostile or humiliating working environment for the recipient. *the European Commission*



CASE STUDIES:

Clarence Thomas Hearings

- In 1991, the nation came to a standstill as the televised Senate Judiciary Committee hearings showed law professor Anita Hill testify that she suffered sexual harassment by the soon-to-be-named Associate Justice of the United States Supreme Court. This case put the issue of workplace sexual harassment out in the open and propelled countless conversations. An ABC News article states, "Anita Hill lifted the veil and made this part of the public conversation." Further, Hill's testimony gave many women the courage to tell their own stories and the number of complaints of sexual harassment increased as a result.

Navy Tailhook Scandal

- Just a year later, then Secretary of Defense Dick Cheney said to Paula Puopolo, “Because of your complaint, I have had to remove the secretary of the Navy.” Puopolo, while working as an Admiral's aide, joined her boss, Rear Admiral Jack Snyder, in Las Vegas to attend the Tailhook convention of Naval aviators in September 1991. According to a Wall Street Journal article, she and many other women were subjected to a ritual called “the Gauntlet.” Up to 200 intoxicated men ambushed her as she walked down a hallway. She was groped, pinched, and passed along by sets of hands before being dropped to the ground.
- Puopolo reported the incident to her boss who said, “that's what you get when you go down a hallway full of drunken aviators.” Despite his pledge to address the problem, nothing had been done when she went public.

David Letterman

- Television host David Letterman allegedly had affairs with employees. One wrote for the Vanity Fair website telling her experience working for him.
- “Did Dave hit on me? No. Did he pay me enough extra attention that it was noted by another writer? Yes. Was I aware of rumors that Dave was having sexual relationships with female staffers? Yes. Was I aware that other high-level male employees were having sexual relationships with female staffers? Yes. Did these female staffers have access to information and wield power disproportionate to their job titles? Yes. Did that create a hostile work environment? Yes. Did I believe these female staffers were benefiting professionally from their personal relationships? Yes. Did that make me feel demeaned? Completely. Did I say anything at the time? Sadly, no.”
- This statement sums up some of the issues that make sexual harassment a very complicated one. Often victims don't come forward. A job is at risk. Sometimes the behavior is tolerated in silence or the employee moves on to another job and wants to forget about what happened. But the bottom line is that sexual harassment is never ok and as a business owner, you are responsible for providing a harassment-free workplace. Taking precautionary steps now can save trouble later on.

Senator Bob Packwood

- NOW's website (The National Organization for Women) has a separate section with information about this case. After dozens of campaign workers and employees complained about sexual harassment by Senator Packwood, a Republican from Oregon, he finally resigned in 1995. “[T]he chair of the Ethics Committee, said at a news conference, ‘No work-place in America ought to tolerate the kind of offensive, degrading sexual misconduct that the ethics committee finds Senator Packwood to be guilty of. And it certainly cannot be tolerated in the United States Senate either.’”

Six-year-old v. Brockton, Massachusetts School District

- While this isn't your typical sexual harassment case, it did gain the attention of the international media. Again, questions were raised as to what behavior should be considered sexual harassment, especially by someone so young. An article in The Enterprise states that in 2006, a first-grader was accused of sexually harassing a classmate. The principal told the boy's mother that during class, her son placed two fingers inside the girl's clothing and touched her skin. He was sitting on the carpet behind the girl.
- The principal suspended the boy from school for three days for violating the sexual harassment policy. In addition, the principal contacted the police, the Department of Social Services, and the District Attorney. No charges were brought, but in 2007, the boy's family sued the city of Brockton. After this incident, the school revised its sexual harassment policy. The mayor personally apologized to the parents of the boy and the city entered into a six-figure monetary settlement of the case.

Our Reality... Our responsibility

- **Nigeria, the Nation**
 - 36 states
 - Approx. 250 ethnic groups
 - Approx. 512 languages
 - 26 registered political parties
- **Constitution**
 - 122 pages , discrimination mentioned only 5 times
 - No obvious penalties for discrimination
 - Limited focus: sex (gender not orientation), ethnicity/linguistic association, religion, status, place of origin
- **Labour Laws**
 - Refers to the constitution!!!!

Experience of Sexual Harassment at Work by Female Employees in a Nigerian Work Environment

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ABSTRACT Among the prominent issues bothering the work experience of female employees is that of sexual harassment at work. This paper is an empirical study on this issue. The study seeks to uncover perceived experience of sexual harassment among female employees in a Nigerian work setting. Questionnaire was the main research instrument adopted to gather important data for the study. It found that majority of the respondents have experienced sexual harassment of one kind or the other usually from their male superiors. Socio-cultural factors dictated their varying responses ranging from concealment due to fear of shame to ignorance of channel of legal redress. Suggestions are made towards improving enlightenment campaign to female workers on their rights to legal redress if they were sexually harassed by their male boss, the formation of Non-governmental Organizations (NGOs) to protect rights of female workers and the active involvement of trade unions in efforts meant to reduce the incidence of sexual harassment at the workplace.

has also argued that women face discrimination at the workplace right from the point of recruitment throughout their work lives.

The result of the personal interview conducted among some respondents reveal certain interesting findings. For instance, when interviewed, a female employee has this to say on whether she had an experience of sexual harassment in her workplace:

I don't understand fully what you mean by sexual harassment as far as I am concerned, no body has ever demanded for sex from me in order to do a favour. However, I mix freely with my male workmates without molestation or fear of molestation.

Another female employee (a junior staff) said, Sexual harassment is real in this place. There are rumors and stories around about girls who have been harassed by their boss and workmates.

However, as far as I am concerned I never experienced such act.

Yet, another employee responded, I once had an advance from my immediate boss which I politely, rebuffed / declined. Fortunately for me the man is an understanding man and he apologized to me and assured me that he would not victimize me on account of the incident.

According to Gamarnikow (1985), a connec-

in this study, some female workers experienced sexual harassment in their workplace. These include forms like sexual advancement, enticement with sex, intimidation for sex, as well as sexual related gestures. However no respondent reported having experiences of rape. We must also note that the prominent source of sexual harassment is the boss. Most respondents prefer to shun the abuser rather than report or take any other measure. No respondent reported that they are willing to take legal action against the abuser. Majority of respondents who indicated that they experienced sexual harassment are junior workers.

The following are recommended as a way of reducing the incidence of sexual harassment in the Nigerian workplace.

Firstly, management should discourage any negative practice in the workplace including sexual harassment. Secondly, because of their status, female employees should be protected by legislation against such acts. Thirdly, non-governmental organizations interested in women issues should provide forum for female workers to bring forward their complaints whenever they experience sexual harassment and other related discriminatory practices against them. As the study has shown, many women who experienced sexual harassment are not willing to report. Such avenue

Call to Action

DIVERSITY

- Start from Home to talk about it
- Clear policies on EOE
- Meritocracy in the workplace
- Cross cultural teams
- Best Practice sharing

SEXUAL HARASSMENT

- Start from Home
- Partner with Schools **
- Clear Policies in the workplace
- Zero Tolerance in the workplace
- Criminalize it!!!!
- Leverage various
Activists/Lobbying Groups
- CIPM – Take a Stand!

Thank You!