THE **CONFERENCE BOARD**

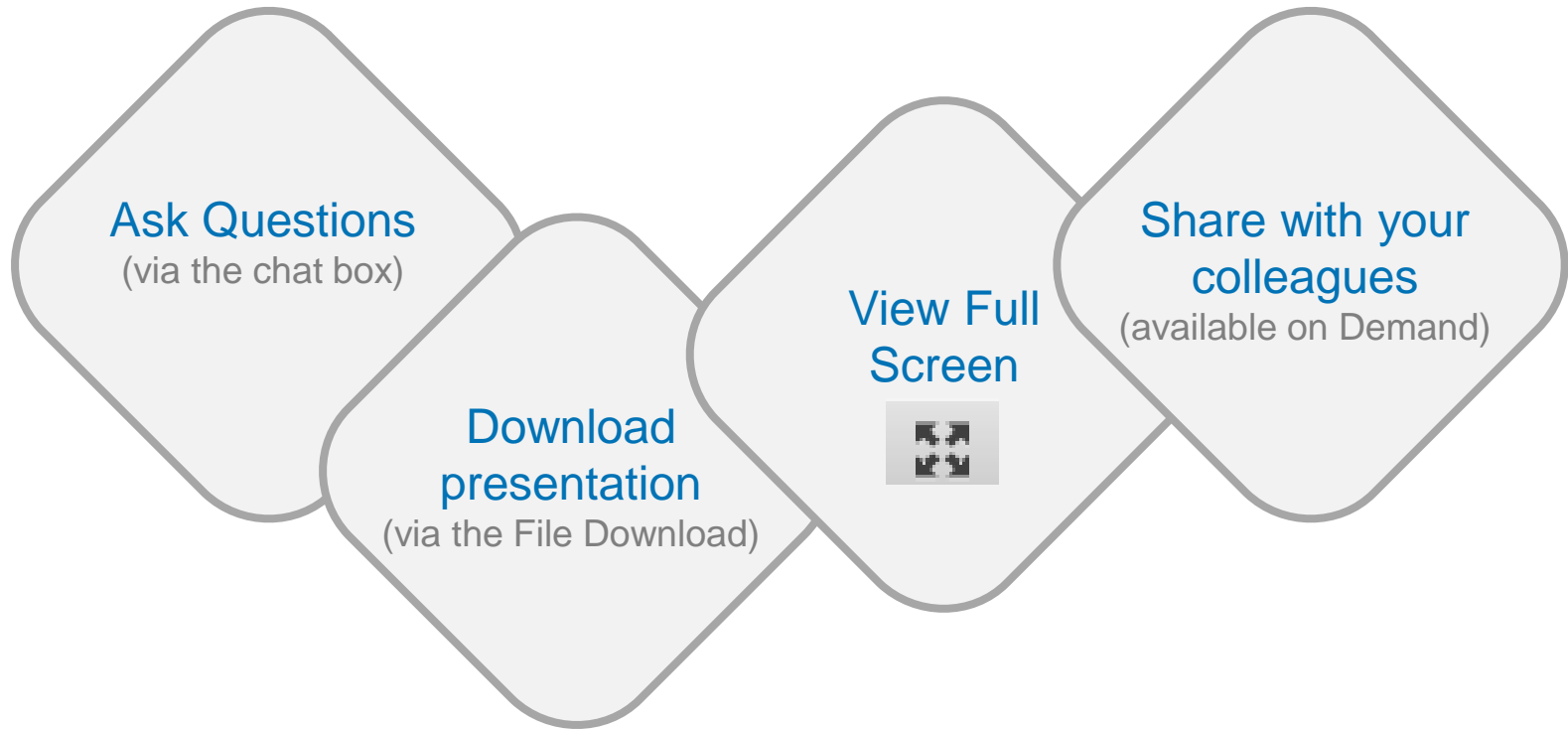# Zero tolerance? Company approaches on preventing and responding to harassment at work

Wednesday 8 April 2020

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Today's speakers

Sarah Bond
Director, Diversity and Inclusion in Business Council

Jennifer Ogle
Head of Inclusion and Diversity, Airbus

Allyson Zimmermann
Executive Director, Catalyst Europe AG

Context

- **40-50% of women in EU countries** experience unwanted sexual advances, physical contact or other forms of sexual harassment at work (WEF)

- **68%** of LGBT people have experienced harassment at work (TUC)

- **25%** of BAME employees have experienced racial bullying or harassment at work (BITC)

- **15% of workers** have experienced bullying in the last three years, **4%** say they have been sexually harassed at work and **8%** have experienced other forms of harassment (CIPD)

Definitions

- European Union defines harassment as 'unwanted conduct, bullying or other behaviour that has the purpose of creating an intimidating, hostile, degrading, humiliating or offensive environment'

Strategy and leadership

Our benchmarking survey of 23 companies found that:

- 91% of companies agreed their leadership had made a clear commitment to eliminating harassment and bullying at work

- 74% have a policy on eliminating harassment and bullying at work

- 71% have a strategy or plan

FOUR ACTIONS: SAFE & FAIR WORKPLACES

PREPARE
Galvanize internal resources to address the potential of harassment, ensuring your policies and practices are fair, inclusive, and transparent to all employees.

PREVENT
Put steps in motion to prevent sexual harassment—including training and bystander prevention.

RESPOND
Take intentional action to respond to incidents of harassment, bullying, and uncivil work behaviors.

TRANSFORM
Create an inclusive workplace built on mutual respect among leaders and employees—and that doesn't allow behaviors that demean, diminish, or endanger any employee for any reason.

POLL

- Has the leadership of your organisation made a clear commitment to eliminating harassment and bullying at work (yes/no/don't know)?

- Does your organisation have a 'zero tolerance' policy aimed at eliminating harassment and bullying at work? (yes/no/don't know)

- Does your organisation have a strategy or plan for implementing the policy? (yes/no/don't know)

Identifying risk

- **43%** have conducted a risk assessment on harassment and bullying

Raising awareness

- **85%** provide dedicated training aimed at preventing harassment and bullying at work

- **83%** make the training mandatory

- Training is targeted equally at leaders, managers and staff

Reporting and responding

- Informal reporting, formal reporting, confidential reporting, anonymous reporting

- Most frequently-cited reporting channels: HR, manager, hotline

- 84% of companies provide support for victims/survivors of bullying and harassment

Organisational learning

- **83% of companies** use learning from allegations of harassment and bullying to inform policy, practice and behaviour for the future

Resources

- *Sexual harassment and harassment at work*, Equality and Human Rights Commission, January 2020
  https://www.equalityhumanrights.com/sites/default/files/sexual_harassment_and_harassment_at_work.pdf

- *Managing Conflict in the Modern Workplace,* CIPD, January 2020
  https://www.cipd.co.uk/knowledge/fundamentals/relations/disputes/managing-workplace-conflict-report

- *Eliminating Violence and Harassment in the World of Work: Convention No 190, Recommendation No 206 and the accompanying Resolution*, International Labour Organization, 2019

- *Sexual Harassment in the Workplace: How Companies Can Prepare, Prevent, Respond, and Transform Their Culture,* Catalyst, 2018 https://www.catalyst.org/research/sexual-harassment-in-the-workplace-how-companies-can-prepare-prevent-respond-and-transform-their-culture/

- *What #MeToo Means for Corporate America*, Center for Talent Innovation, 2018
  https://www.talentinnovation.org/_private/assets/WhatMeTooMeans_KeyFindings-CTI.pdf

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