

SEXUAL HARASSMENT TRAINING & PROTECTIONS

QUICK FACTS

Sexual harassment is a serious issue among men and women and across demographics.

- Eighty one percent (81%) of women and 43% of men report experiencing some form of sexual harassment and/or assault in their lifetime.
- Sexual harassment and assault is so common for women that most differences by race and ethnicity are statistically insignificant. One exception, however, is **disability status**: 40% of women with disabilities reported experiencing sexual assault compared with 23% of women without disabilities.

Sexual harassment is most common in low-wage jobs.

- More than ¼ sexual harassment charges come from industries with large numbers of **service-sector** and low wage workers who are predominantly women of color.
- Ninety percent (90%) of female **restaurant workers** experience some form of sexual harassment from customers and 2/3 experience sexual harassment from managers.
- Forty percent (40%) of women in the **fast food industry** have experienced unwanted sexual behaviors on the job, including 28% who have experienced multiple forms of harassment.

Sexual harassment is bad for business.

- In 2015, the Equal Employment Opportunity Commission (EEOC) recovered **\$164.5 million** from employers on behalf of workers alleging harassment.
- Research shows that women who experience harassment are 6.5 times **more likely** to leave their jobs than those who have not. Nearly 50% of women who have been harassed cite this as the reason they leave their current job or switch careers entirely.

SEXUAL HARASSMENT IN CONNECTICUT

Current Connecticut Law

- Connecticut is one of the few states in the United States that requires sexual harassment training. In CT, all public and private employers with over 50 employees must provide a one-time training to employees in a supervisory position within six months of attaining that position.

Prevalence at the State Capitol

- An anonymous survey conducted by the Office of Legislative Management in 2018 found that at least **22%** of employees, legislators, and lobbyists experienced some type of sexual harassment at the State Capitol or Legislative Office Building.
- Some survey respondents also indicated that they experienced quid pro quo sexual harassment, in which someone in authority offered job related benefits in exchange for sexual favors.

POLICY RECOMMENDATION

CWEALF recommends legislation to require Connecticut **employers of 3 or more** to train their employees, including managers and non-managers, annually about sexual harassment with modernized content that includes bystander intervention. CWEALF also recommends the creation of an ongoing task force to **regularly examine** sexual harassment at the state Capitol, legislature, and within state agencies. CWEALF also recommends lengthening the Commission on Human Rights and Opportunities time limit to file a discrimination complaint, which currently stands at 180 days after the act occurred.

Sources

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