

Sexual Harassment in the Workplace

Compared with other countries, the ethics risk¹ to organizations from workplace sexual harassment² is:

- Lowest in Mexico from female employees who observed a moderate level of sexual harassment and reported a high percentage of their observations.
- Highest in China from both male and female employees who observed high levels of sexual harassment and reported only half of their observations.

Employee observation of sexual harassment varied widely among countries.

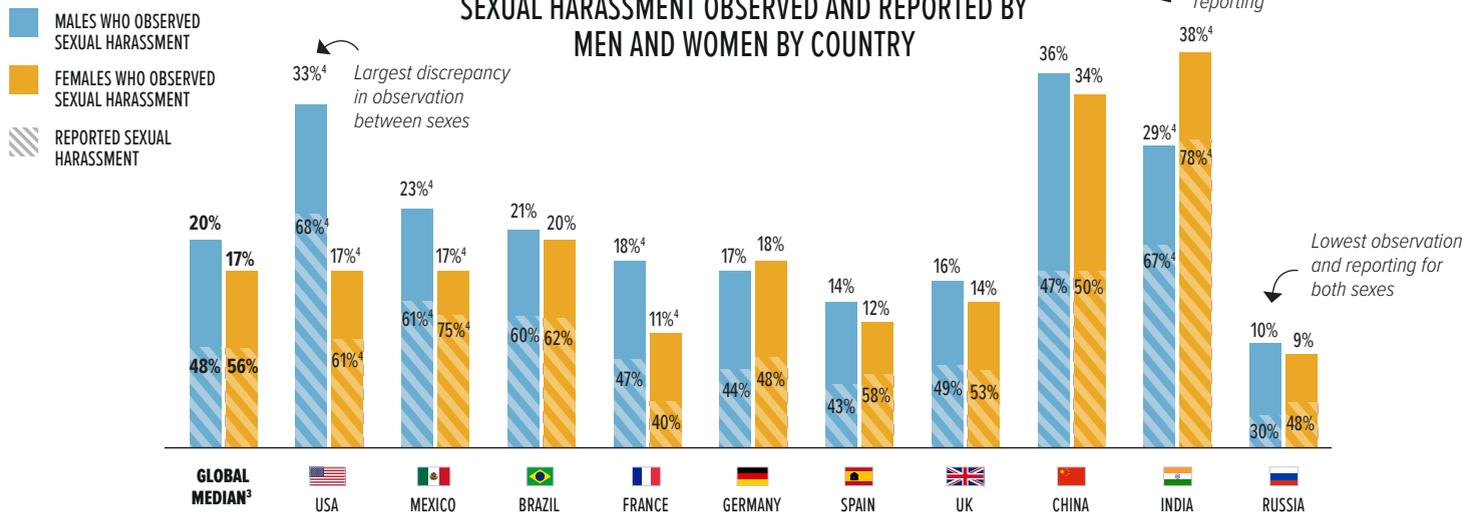
| | HIGH | LOW |
|---------|------|------------|
| ♂ China | 36% | Russia 10% |
| ♀ India | 38% | Russia 9% |

Observed and Reported Sexual Harassment

In most countries, males and females observed sexual harassment in the workplace at the same levels. However, there were exceptions. In the USA, Mexico and France, males were more likely than females to say they observed sexual harassment.

Overall, 50% of employees who observed sexual harassment in the workplace reported it. Organizations in countries with the highest reporting rates—India, USA, Mexico and Brazil—have more opportunities to address sexual harassment compared with organizations in countries with the lowest reporting rates—Russia, France and Germany.

In India and Mexico, females were more likely than males to report the sexual harassment they observed. In the USA, males were more likely than females to report the sexual harassment they observed.



DATA-DRIVEN INSIGHTS



Ensure that employees understand what constitutes sexual harassment using country or regional specific examples. Provide them with information about the cultural context of relations between males and females by country or region, as appropriate for their jobs.



Monitor differences by sex (and/or gender) in perceptions of sexual harassment and reporting rates. Strengthen practices, such as training, to help create a shared understanding about the conduct and to help increase reporting of potential cases of it.



When reports are substantiated, take corrective action to discourage sexual harassment. Share metrics and examples of sexual harassment to help raise awareness about these types of behaviors.

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1 Ethics risk is estimated by pairing observation and reporting rates of misconduct. Comparatively, a high observation rate and a low reporting rate present a high ethics risk, and a low observation rate and a high reporting rate present a low ethics risk.
 2 Sexual harassment includes non-physical and/or physical harassment (e.g., verbal, offensive comments/requests, touching and/or physical or attempted physical assault).
 3 Data are based on the global median of 10 countries from the 2020 Global Business Ethics Survey® (GBES®): Brazil, China, France, Germany, India, Mexico, Russia, Spain, the United Kingdom and the United States. Data collection took place from August–September, 2020.
 4 Statistically significant difference between males and females.
 Source: 2020 Global Business Ethics Survey® (GBES®).
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