

0:00

[Music]

0:12

I guess an easy place to start is with

0:19

the law so the law recognizes two forms

0:22

of sexual harassment quid-pro-quo and

0:24

hostile work environment harassment and

0:27

I think often what we think of when we

0:29

think about harassment is the hostile

0:32

work environment kind of harassment

0:33

anyone can be harassed and in the

0:37

United States is kinda little unique

0:38

when you look at other harassment laws

0:41

around the world in that in the u.s.

0:44

harassment was the law was written so

0:47

that it's considered a form of sex

0:48

discrimination which means we got

0:52

ourselves into a little bit of a jingle

0:53

because a question early on was with a

0:57

little does that mean that men can be

0:59

harassed too or is it something that

1:01

only happens to women and what we've

1:03

learned as we study people's experiences

1:07

with harassment is that it can be a form

1:09

of just sex discrimination it can be

1:11

about gender and just because it's about

1:14

gender doesn't mean that it only happens
1:16
to women so in our work we've found for
1:19
example that men who espouse a gala teri
1:22
and gender beliefs or who don't conform
1:24
to heteronormative expressions of gender
1:28
are more vulnerable to being harassed
1:31
and women are more likely to be harassed
1:35
than men in part because they don't
1:38
adhere to the predominant vision of what
1:41
we think of as as who has the most power
1:43
and that's heterosexual men and I've
1:46
heard that I think I've heard about a
1:48
study and it might have been connected
1:50
to some of your work where the women who
1:53
are most likely to be harassed are those
1:56
who might not you know fit the typical
1:59
kind of gender stereotype or have more
2:03
power in that workplace so it's more
2:04
threatening yes yeah it was about power
2:07
right not about sex right yeah we
2:09
published a paper last year with that
2:11
very finding that women
2:13
we're in management positions are
2:15
actually more likely to be harassed at
2:17
work than women who are not in
2:18

management and we we think that what
2:21
that's about is keeping women in their
2:24
place
2:24
where's the I was wonder where's the
2:27
line between just making having fun or
2:30
making a joke in actual harrassment like
2:33
you know that's been like this topic of
2:35
contention right so is that on the
2:37
receivers like the eye of the beholder
2:39
like how does that work I think that's a
2:41
question a lot of us are asking
2:42
ourselves right now and certainly that
2:47
there is a line and I think a single
2:50
joke may not qualify I'm not a lawyer I
2:53
should say but I think as Sir as a
2:56
single joke may not qualify as
2:57
harassment but ongoing joking even if
3:01
it's just joking certainly could roll as
3:04
high as harassment so the question is is
3:07
the behavior you're experiencing at work
3:09
causing you to not be able to do your
3:13
job is it causing you to feel like
3:16
you're in a climate where you don't feel
3:18
safe where you don't feel respected and
3:21
I think that's where the line is what
3:24

what is what is the effect that these
3:26
behaviors you're experiencing are having
3:28
on you all right and I think that point
3:30
you made two about the difference
3:32
between a one-time situation versus
3:34
something that is chronic something that
3:36
happens repeated over a period of time
3:38
that that really kind of defines the
3:40
hostile work environment meaning you
3:42
know a one-time thing is a one-time
3:44
thing but an environment you know is
3:46
sometimes kind of like you said
3:48
pervasive and repeated right a task
3:51
force of the EEOC found just a couple of
3:53
years ago that up to 85 percent of women
3:56
report harassment in the workplace and
3:59
that figure varies depending on how we
4:01
measure harassment how we ask people if
4:03
they've experienced harassment so if we
4:05
ask people have you ever been sexually
4:07
harassed at work
4:09
fewer than eighty-five percent will say
4:11
yes to that many studies showed that
4:13
around a quarter of women will answer
4:15
yes to that question but if we ask
4:17

people about the behaviors that they've
4:19
experienced at work so has anyone ever
4:22
touched you in a way that made you feel
4:23
uncomfortable has have you experienced a
4:25
series of ongoing sexual joking that
4:28
makes you uncomfortable makes it
4:30
difficult to work have has anyone
4:32
invaded your personal space in a way
4:34
that makes you uncomfortable when we ask
4:35
those kinds of questions that's when we
4:38
find that far more women report that yes
4:40
I have had those experiences so that
4:43
raises another question about you know
4:46
is it harassment if a person has had
4:48
experiences but they themselves don't
4:51
define as harassment or experiences
4:53
harassment so researchers have gotten
4:55
better I think over time about asking
4:58
both about the behaviors that people
5:00
experience at work but also about
5:02
whether people themselves define those
5:04
experiences as harassment so in our own
5:07
work we found that one in three women
5:10
define their their experiences at work
5:12
as harassment and one in seven men say
5:15

yes to that question I can't speak on
5:17
this as an as an academic researcher but
5:19
it's a violation of your sense of safety
5:21
and your value right and there's a lot
5:24
of research that shows that there I mean
5:27
the effects span all parts of a person's
5:30
life so people experience post-traumatic
5:33
stress disorder there are other mental
5:37
health and and physical health effects
5:40
so there's some research that shows that
5:42
this affects people sleeping and ability
5:44
to sleep which totally makes sense my
5:47
collaborators and I just did a paper
5:49
last year that showed that people who
5:53
experienced harassment report much
5:55
greater financial strain two years after
5:57
the harassment than they did and when
6:00
compared to people who were not harassed
6:01
and there are also six and a half times
6:04
more likely to leave their jobs than
6:06
those who are not harassed which has
6:08
long-term economic consequences for them
6:10
in addition to doing Survey Research we
6:14
interviewed some of our survey
6:16
respondents and I'll never forget
6:18

talking interviewing one woman who
6:20
described an experience being harassed
6:23
at an advertising agency and it got bad
6:26
enough the
6:26
she was going to leave but she didn't
6:28
have another job lined up yet and what
6:31
she said to me was that's it I'll live
6:34
in the dark and eat rice if I have to
6:36
yeah it you know and the thing is the
6:39
the comments of it's no big deal boys
6:41
will be boys like that just angers me
6:43
because it perpetuates the exact culture
6:45
that allows for that kind of harassment
6:48
you know it puts women somehow in second
6:51
place you know and but it's also you
6:54
know reverse if a woman harasses a man
6:56
you know just suck it up that that's not
6:59
right that's not equality that's not
7:01
justice yeah the solution should not be
7:03
that the person who's right being
7:05
victimized sucks it up or leaves their
7:07
job right and I think we that's still I
7:12
think a normal and not normal but it's
7:16
still a response that we hear a lot when
7:18
our current president was on the
7:20

campaign trail he was asked what he
7:23
thought his about to his daughter Ivanka
7:25
should do if she were harassed and his
7:27
response was I would hope that she would
7:29
find another job or another company
7:31
right and unfortunately that is what
7:33
many women who are harassed do and I
7:35
don't think that that's the solution and
7:38
I think I heard recently to a story on
7:40
NPR talking about when women do leave
7:42
positions because of harassment that
7:45
it's not that they often are going to
7:47
move into a similar kind of position you
7:50
suddenly have to quit because you've had
7:52
enough or it's that egregious enough
7:54
that you have to leave you take whatever
7:56
is available because you need to pay the
7:58
bills and oftentimes that is a lower
8:01
paying position oh yeah another woman I
8:03
interviewed had worked as a flight
8:05
attendant for the first ten years of her
8:07
career and you know you as you can
8:11
imagine after ten years in a in the same
8:13
job she'd been doing pretty well for
8:15
herself was experiencing ongoing
8:17

harassment in that job finally left and
8:20
left to become a hospital concierge
8:22
which it was a job that she described
8:24
enjoying but not nearly alright same
8:28
salary so there he'd get punished twice
8:29
right yeah
8:31
and I think it's important to to note
8:33
that not everybody is in a situation
8:35
where they can leave a position so it
8:38
might be that there aren't you know
8:40
other positions or other situations and
8:42
I think the the instances I hear about
8:46
in my position might be for example
8:48
graduate students who what does that
8:51
mean you know I have a graduate student
8:52
come speak to me about being a year away
8:55
from graduation and your entire
8:58
education is based on your interactions
9:00
with one faculty member for the most
9:02
part and suddenly what do you do you
9:05
transfer somewhere else and start your
9:07
PhD all over again you know so you try
9:11
to find a job and and you need that
9:13
letter of reference because if you don't
9:15
have a letter of reference from that
9:17

faculty member then it's suspect so you
9:19
know there's a lot of you have to grin
9:21
and bear it or you know suck it up or
9:23
whatever it might be but again what are
9:25
the long-term consequences of that for
9:27
those individuals for their sleep for
9:29
their health and for their well-being
9:30
yeah we often think of mobilizing in
9:34
response to harassment as being about
9:35
reporting it to your manager or calling
9:38
a lawyer or calling the EEOC
9:40
and all of those things are good actions
9:43
that I think people should take if
9:44
they're being harassed but we sometimes
9:46
overlook the importance of telling a
9:48
friend or a family member about your
9:50
experience and the the benefit of
9:52
getting support from those people and I
9:56
think when one positive was that it
9:58
seemed that many of the folks here on
10:01
campus who were experienced in
10:02
harassment were talking with family and
10:04
friends about it and which also raises
10:07
the point that we need to not just raise
10:10
awareness about harassment for the
10:11

people who are experiencing it but for
10:13
those who are supporting people who
10:15
experience it that's right and I think
10:17
that that often too is a role that the
10:19
rising tide Center plays is we just
10:21
become a place where people can come and
10:24
talk and that's been a lot of the work
10:26
I've done and I definitely seen an
10:29
increase even over this year since the
10:32
me2 movement of people coming and
10:35
talking to me women in particular but
10:36
not just women but saying something has
10:39
happened to me and I
10:40
wondering what I can do where you know
10:43
what what what can be done about it and
10:44
so part of the work we do is try to
10:47
point people to the right resources
10:48
we're not there to fix it for them we're
10:51
not there to discipline or do those
10:54
kinds of things we're there to be a
10:56
resource we're there to educate provide
10:58
professional development so some of the
11:00
work we do is reach out to departments
11:02
that might be having some of these
11:03
issues and to talk to them about you
11:06

know ways that we can be thinking about
11:08
interacting with one another in
11:10
respectful ways we talk about this too
11:12
with students when we haven't surveyed
11:14
students we certainly know that these
11:16
behaviors and experiences happen to
11:18
students as well as staff so what can we
11:21
be doing to improve our departments and
11:23
the experiences that students are having
11:25
on campus in the classroom and thinking
11:27
about those one-on-one interactions and
11:29
sometimes just being aware of the jokes
11:33
that we're telling or the kind of
11:37
assignments we might be discussing in
11:39
class and when these things come up over
11:42
and over and over again the kind of
11:44
messages they're sending to students so
11:46
I think it's kind of neat how you just
11:48
said people come to the rising tide
11:49
Center to talk about these experience
11:51
like to seek you know support and to
11:54
seek like a safe space and what's really
11:55
neat is that the me2 movement sort of
11:58
started like that - like what you see in
11:59
research on Twitter is that marginalized
12:02

groups generally take to social media
12:04
and especially to Twitter to connect
12:06
with people like them so you know ethnic
12:09
minority sexual minorities take to
12:11
Twitter use hash tags to connect with
12:12
people far outside their social circle
12:14
to create like an online safe space but
12:17
because Twitter is public what you get
12:19
is that people outside that community
12:21
can see these hashtags and a lot of
12:24
times you know those hashtags don't go
12:27
anywhere but in the case of say black
12:28
lives matter or me to the world just
12:31
picked up on it and I think that's
12:32
really awesome so it's like what you're
12:34
doing at the rising tide Center is like
12:36
a small version of what happened with me
12:39
to that here we have this online space
12:42
that served simply as a space for women
12:45
to say hey me too because that's all
12:46
they had to say right they didn't have
12:48
to say when or who or where or what
12:51
all they had to say was me too and it
12:52
just created this avalanche of tweets
12:55
that made the world kind of sit up and
12:57

go wow is it really that bad you know
13:00
and that's the great example of for me I
13:02
think Twitter is a fascinating platform
13:04
because it's both highly personal like
13:05
you think you're just talking to your
13:07
your friends but because it's public by
13:09
default everything you say goes out to
13:12
the whole world
13:12
and so you can garner attention like
13:14
that which I thought you know me too is
13:17
just an excellent example of how
13:18
something personal can become really big
13:21
and influential yeah that's that's
13:25
really interesting I hadn't thought
13:26
about I've been wondering if this moment
13:29
is going to differ from the other
13:31
similar moments we've had so in the
13:33
early 90s we had the Clarence Thomas
13:36
hearing aids they need a he'll testified
13:38
at and the next year was the year of the
13:40
woman and we and a bunch of women were
13:42
elected and we thought okay this is the
13:45
time when something's going to be done
13:47
about workplace harassment and I think
13:50
awareness was raised but we didn't see
13:52

long-term change and then we saw another
13:54
wave of awareness in the late 90s when
13:58
Bill Clinton was running for president
14:00
and I think there was some talk at that
14:03
time about whether this is the moment
14:05
that workplaces change for women and I'm
14:07
not sure that we saw as much change as
14:09
we hoped we right and now we're having
14:11
that discussion again but one difference
14:13
is the trigger stuff right and the
14:16
social media stuff and so more of us I
14:18
think more voices are being heard right
14:21
and and they're not stopping right so I
14:25
think what's fascinating is when me to
14:27
kind of gave birth to times up is you
14:30
see how a platform like Twitter really
14:33
serves as a site for collective action
14:35
so in my research what I see is people
14:37
take to Twitter to connect with others
14:39
like them to share experiences you know
14:41
to form a counter public but like the
14:44
old-school counter public's like the
14:46
feminist conscious raising consciousness
14:47
raising groups in the 60s Eltham Utley
14:51
it's going to lead to action and I think
14:53

that's also the power of Twitter is
14:54
because you have all these different
14:56
people coming together they can think of
14:58
various ways to what can we do to you
15:01
know
15:01
make change and one of the things we can
15:04
do is create a fund so that people who
15:06
may not have the means can now afford to
15:08
sue for sexual harassment and I think
15:11
again that without social media I don't
15:12
know if we would have had the ability to
15:14
reach out just so many people and
15:17
connect you know people who may not feel
15:20
like they have a voice to people who do
15:22
have the money and the power to make
15:23
change so I think one of the things I do
15:25
want to caution for is you know and I
15:27
like I said I'm an optimist and we've
15:29
talked about Twitter as providing these
15:30
great opportunities but I think it's
15:33
also important to be aware that you know
15:34
there's a dark side if you're a female
15:36
on Twitter you're much more likely to be
15:38
harassed online to get me in splain to
15:41
you know to be questioned and so it's
15:45

not this like free zone where
15:46
everybody's safe and happy and you know
15:48
there's rainbows and unicorns I mean the
15:51
same culture that causes sexual
15:53
harassment is prevalent on Twitter and
15:56
because you can be completely anonymous
15:58
on Twitter I think that it it might even
16:00
be more commonplace there than it is in
16:03
say the workplace so I do want to
16:05
caution for too much optimism and I
16:08
think the other caution I'd offer is
16:10
that not everyone is in a situation
16:11
where they can say me too
16:13
but there are some people because of the
16:15
environment in which they're found or
16:18
the precariousness of their position
16:20
whatever there might be are not in a
16:22
safe place that they can they can do
16:24
that right without fear of retribution
16:26
without fear of some other negative
16:29
consequence right so I think that's also
16:31
important right yeah is bystander
16:34
intervention something that you see
16:36
happening do you do you do and sometimes
16:38
what's Happ what happens which just gets
16:40

me really excited is when you know
16:42
someone tries to mansplain something to
16:44
a female scientists and other people
16:46
jump in on the conversation before this
16:47
person even has a chance to respond and
16:50
you do see that quite a bit so you do
16:52
see people jumping to someone else's
16:54
defense and you see that a lot on
16:57
Twitter people want to get involved in
16:59
the conversation so it's almost as
17:01
though bystander intervention might be
17:03
more common yeah I don't have any like
17:05
hard data on this but just explorative
17:07
Lee I want to say it's pretty common on
17:09
Twitter for people to jump in and go
17:11
excuse me
17:12
but what did you just mansplain her yeah
17:15
or like screenshot a picture of the
17:17
scientist profile and say you just means
17:19
planned you know this super famous
17:21
important person but yeah you go right
17:23
ahead you know so you do see that a lot
17:25
more so I wonder if that's a place for
17:27
us to look as we're thinking about how
17:30
to implement bystander intervention in
17:32

workplaces look at places like Twitter
17:35
where right happening I think the thing
17:38
I would do to to and sexual harassment
17:41
is change our entire culture I'm not
17:44
gonna do that tomorrow but I know that
17:47
we're working on it mm-hmm I definitely
17:49
think so and I think it is I think it's
17:51
awareness raising it a lot of the work
17:54
that we've done with the rising tide
17:56
Center has been to think about the many
17:58
ways that change can come about and it
18:01
isn't just policies and it isn't just
18:04
surveys and it isn't just meetings
18:08
there's all these different layers
18:10
around which change happens so it
18:12
happens certainly at the individual
18:14
level of people being aware and
18:16
understanding I don't have to take this
18:18
anymore and here are my ways to address
18:21
it it's also from a supervisor
18:23
standpoint if we think about in academia
18:25
we have department chairs and Dean's
18:26
what are they doing to help inform and
18:29
to lay out options for the people who
18:32
might have those experiences it is the
18:35

policies how they're worded how they're
18:36
disseminated but it is it's also things
18:40
like bystander intervention what do you
18:42
do when you see or hear someone doing
18:45
something do you look the other way do
18:48
you would say something you know so
18:50
there's ways that we can intervene when
18:52
we see these things happening and the
18:54
more we do that the people who are the
18:56
serial harassers because more often than
18:59
not it's the same individual who might
19:01
be perpetuating these these these crimes
19:03
and it's the same for sexual assault
19:05
it's about four percent of people who
19:07
repeated our repeat offenders that you
19:11
know if those people start to see this
19:13
isn't okay this isn't going to be
19:15
acceptable and other people aren't going
19:17
to put up with it a lot of that behavior
19:18
good stop
19:20
yeah I agree I think bystander
19:22
intervention is key and I think that is
19:25
becoming part of our conversation around
19:27
solutions but for a long time
19:29
solutions were focused I think too
19:32

heavily on the targets of harassment so
19:35
what can you do to avoid being harassed
19:37
and I think the me2 movement has shown
19:39
that we need to listen and figure out
19:43
how the younger generations communicate
19:45
and tap into that and also recognize
19:48
that a lot of training or educating can
19:53
come from letting people share I think
19:55
the me2 movement was an eye-opener for a
19:57
lot of people who had no idea that any
20:00
of this was going on so you give victims
20:02
a chance to share and that's sharing in
20:04
you know enables change so I think that
20:07
openness let's all talk about what
20:08
happened let's not you know be cagey
20:10
about it well one day no you know Oh own
20:14
it and then if we're willing to talk
20:16
about it as a society I think that
20:18
change will come because the trick is
20:21
momentum because the thing is something
20:22
pops up and it goes away to like a
20:25
couple years ago we had the yes all
20:27
women not all men movement on Twitter
20:29
yeah um you know the idea that yes all
20:31
women are victims of sexual harassment
20:33

that doesn't mean all men are assailants
20:36
it just went away I mean it had a little
20:39
spike about three four years ago and it
20:41
just never resonated I think me too
20:43
resonated I mean we saw it you know with
20:46
the firing of of all these people in the
20:48
movie industry so for now we're seeing
20:51
more attraction it'll be interesting to
20:52
see if it keeps up you know and I think
20:56
if it stays a theme through like the
20:58
current upcoming election then I you
21:01
know I think it could have more impact
21:03
than when we saw in the 90s yeah well we
21:06
didn't have these platforms right yeah
21:08
yeah and the confluence of world and
21:11
societal events I think has a lot to do
21:13
with these things and I think about even
21:15
back in the fall we have an annual
21:19
March on campus around take back the
21:22
night and this happens on most college
21:24
campuses throughout the United States
21:26
but to see the momentum this year around
21:29
that topic given what's going on with
21:33
our government given what's going on in
21:34
society and in popular media just you
21:37

know wondering if one of those things
21:40
went away would we have seen
21:41
standing-room-only or Take Back the
21:43
Night would we have seen you know the
21:45
number of people coming forward to talk
21:48
in my office you know what yeah those
21:52
things drink do play an influential role
21:54
what you just see is you see this like
21:55
almost a perfect storm you know you see
21:58
a resonance between like you said what's
22:00
happening in society at large with the
22:02
government what people are experiencing
22:04
and what's being said on Twitter and
22:06
then in all fairness me too is a really
22:08
catchy hashtag all I have to say is me
22:10
too and you all know immediately what
22:13
I'm talking about and that matters you
22:14
know and the same applies to other
22:17
really successful movements too like a
22:18
black lives matter for instance right it
22:21
came at the right time
22:22
it found a platform and resonated in
22:24
what's going on in the world and so you
22:26
have this movement that I think will
22:29
carry on I hope you know to make real
22:32

real change I mean if I hear that with
22:35
that the the turnout for Take Back the
22:37
Night the younger people are involved
22:39
and social media is their way of