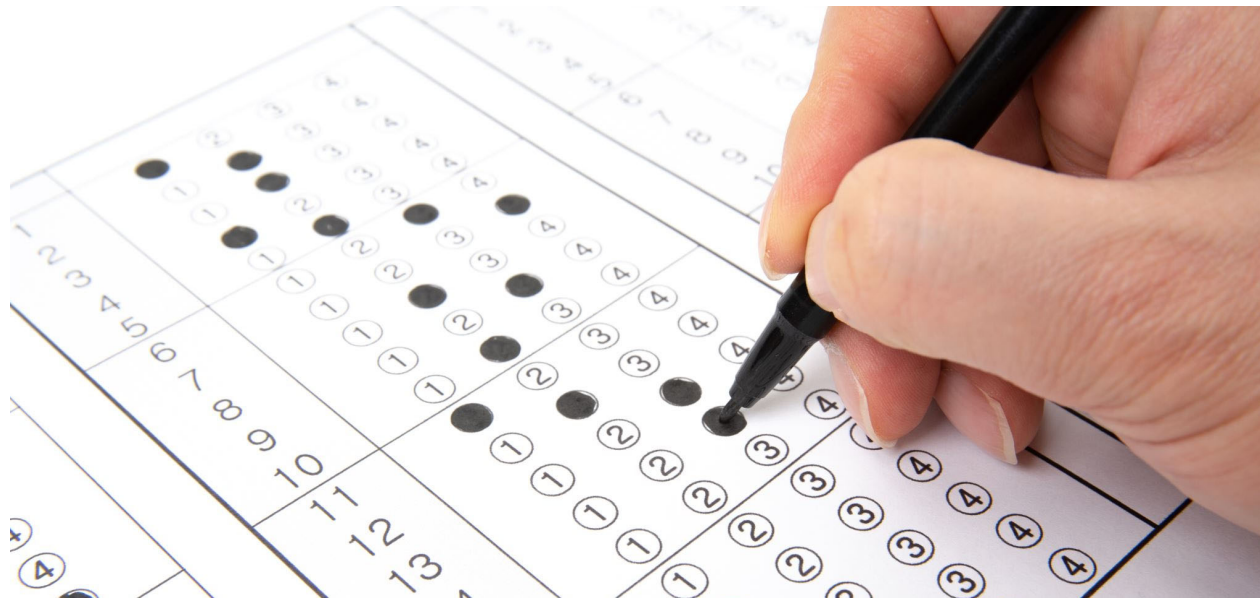



WHAT WOULD YOU DO?

***PANELISTS: YVETTE HEINTZELMAN
HEIDI VOORHEES***

***COMMITTEE: KATY RUSH
STACY PATRIANAKOS
DEBBIE OSTVIG***

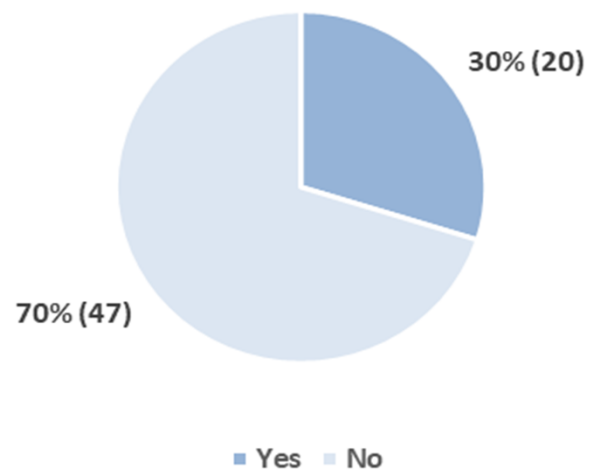
SURVEY RESULTS





IN THE PAST THREE YEARS,
HAVE YOU BEEN SUBJECTED TO
INAPPROPRIATE OR OFFENSIVE
LANGUAGE IN THE
WORKPLACE, AS DEFINED BY
TYPICAL SEXUAL HARASSMENT
POLICIES?

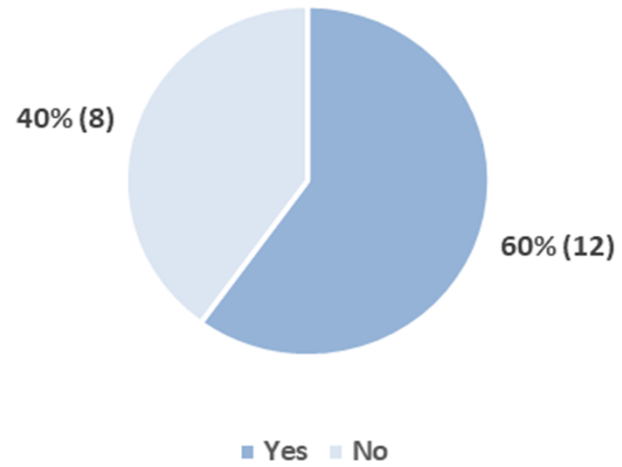
Subjected to Inappropriate Language in the Workplace

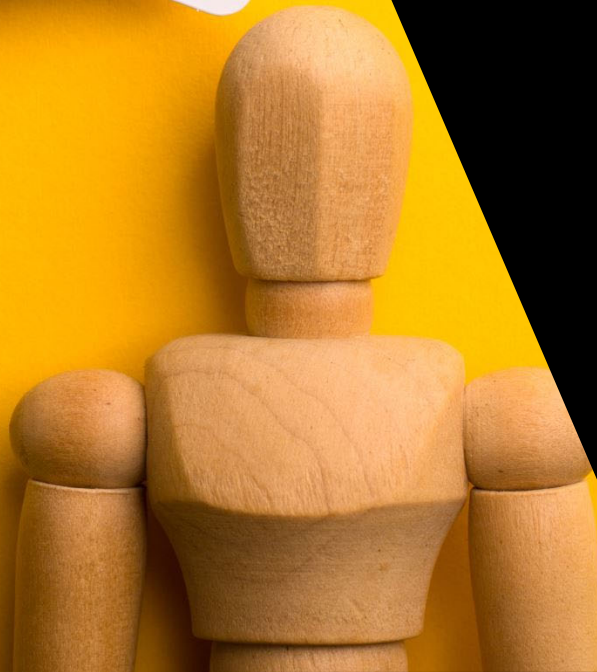




IF YES, DID YOU
EXPRESS OBJECTION
TO THE LANGUAGE AT
THE TIME OR
AFTERWARD?

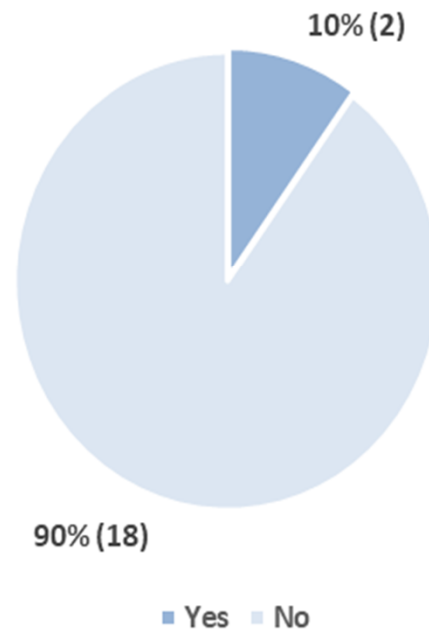
Express Objection to Inappropriate Language






WAS ANY ACTION
TAKEN THAT YOU
FELT ADDRESSED
THE SITUATION
APPROPRIATELY?

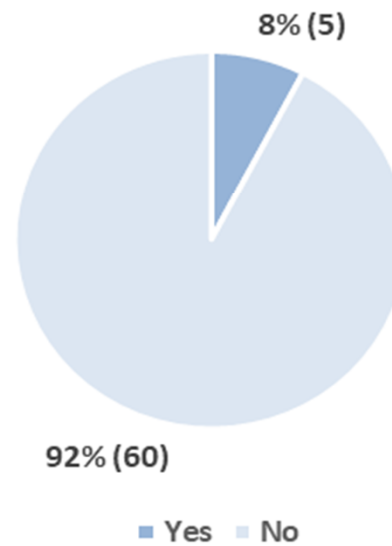
Appropriate Action Taken

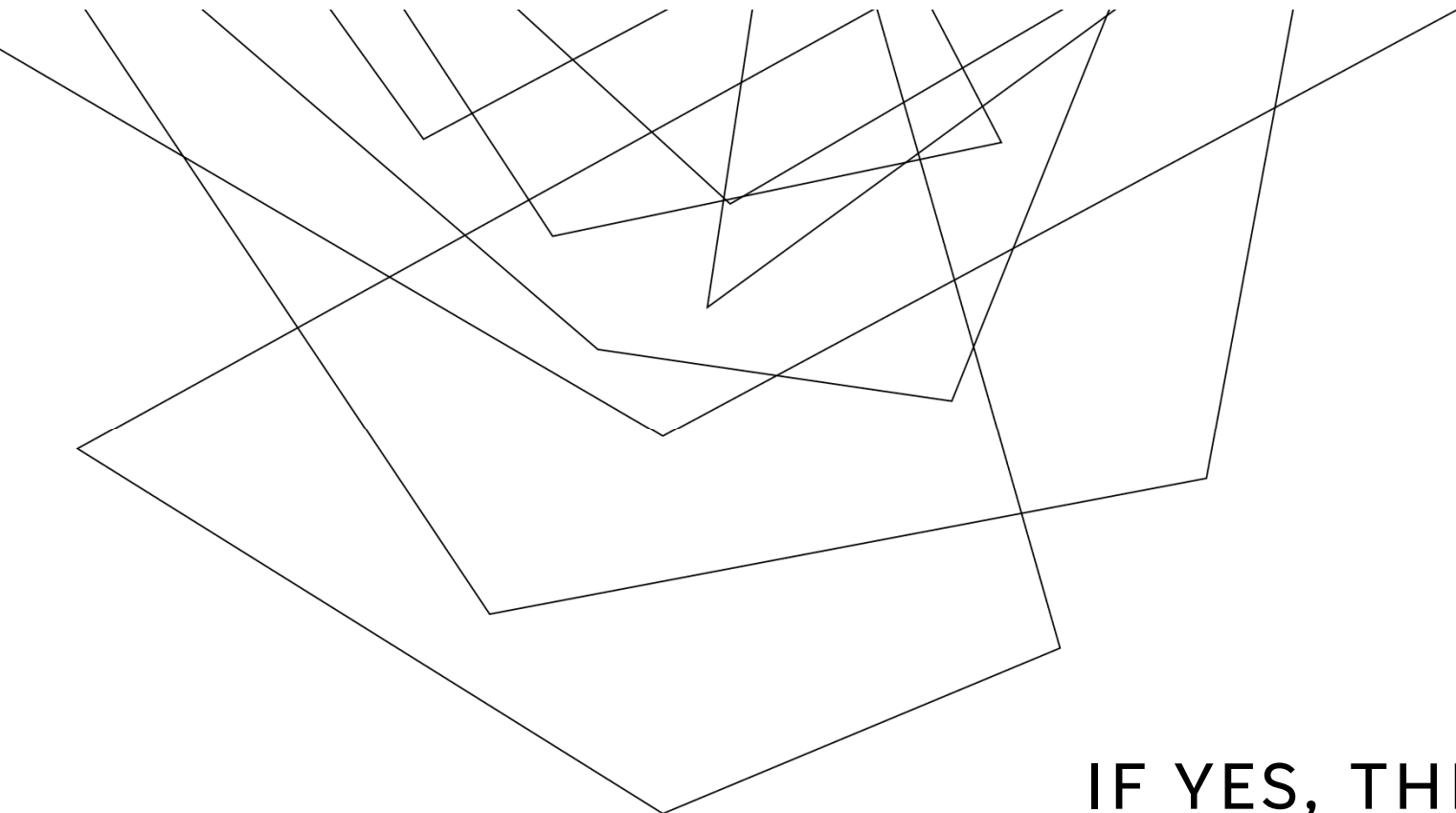




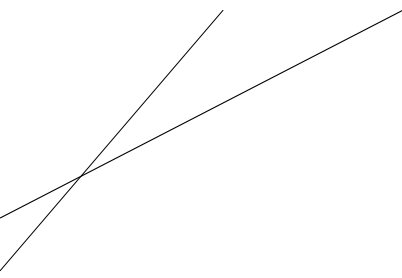
IN THE PAST THREE YEARS,
HAVE YOU EXPERIENCED
UNWANTED PHYSICAL
CONTACT IN THE
WORKPLACE?

Experienced Unwanted Physical Contact in the Workplace





IF YES, THE CONTACT
WAS FROM:

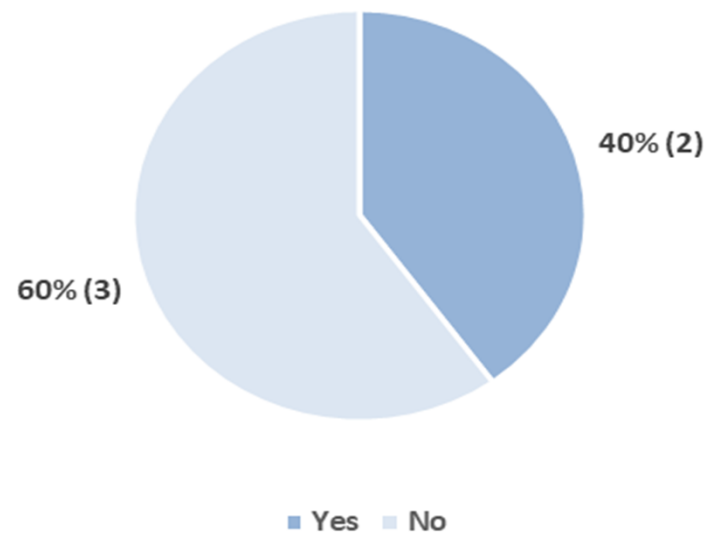



Position Held	%	# Responses
Supervisor	0%	0
Co-worker	20%	1
Elected Official	80%	4
Other	20%	1

A series of thin, black, overlapping geometric lines and polygons in the upper left quadrant of the page, creating an abstract, layered effect.

DID YOU REPORT THE
INCIDENT? IF YES,
WAS THE RESPONSE
SATISFACTORY?

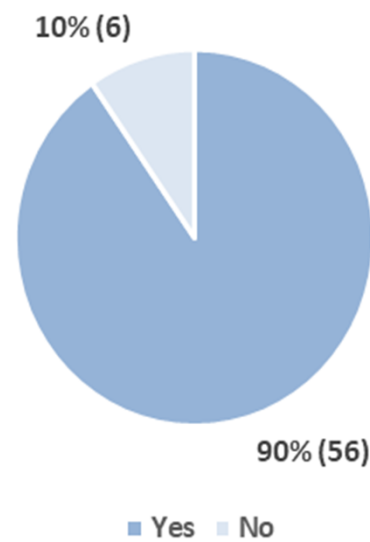
Reported the Incident





DO YOU BELIEVE YOUR
ORGANIZATION HAS CLEARLY
DEFINED SEXUAL
HARASSMENT POLICIES AND
A WORKPLACE CULTURE
THAT ACTIVELY ENFORCES
THEM?

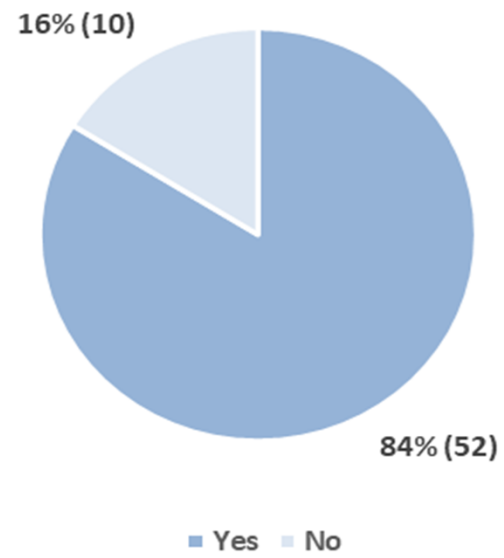
Organization has Clearly Defined Sexual Harassment Policies




DO YOU FEEL INCLUDED IN BOTH
FORMAL AND INFORMAL PROFESSIONAL
GATHERINGS (E.G., MEETINGS, EVENTS,
NETWORKING OPPORTUNITIES)?



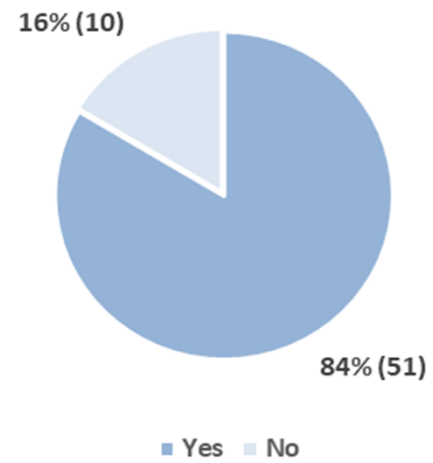
Feel Included in Professional Gatherings

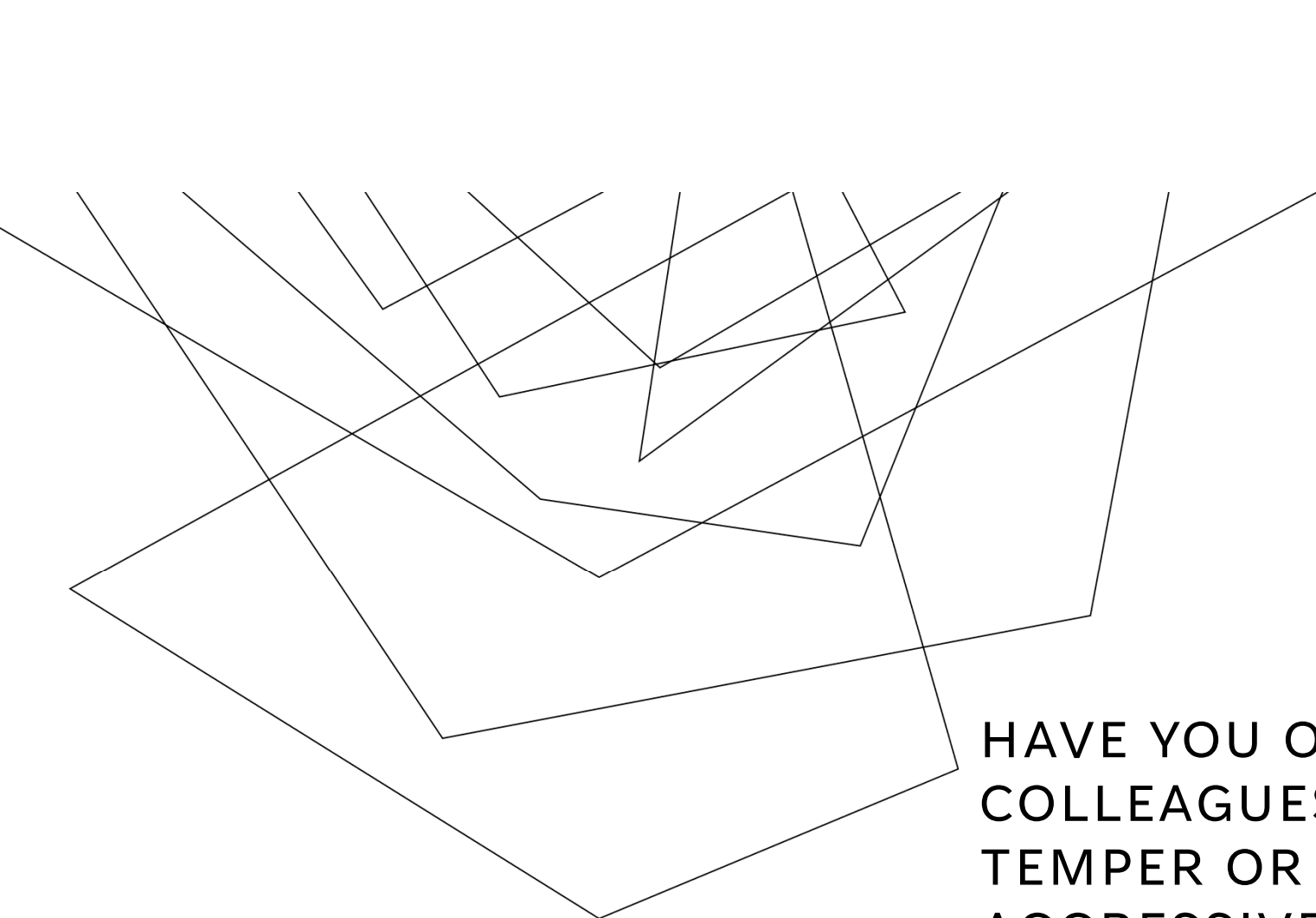




HAVE YOU EVER HELD BACK
YOUR INPUT OR SOFTENED YOUR
LANGUAGE IN MEETINGS OR
GROUP SETTINGS OUT OF
CONCERN THAT YOU'D BE
PERCEIVED AS TOO HARSH,
DIRECT, OR DEMANDING?

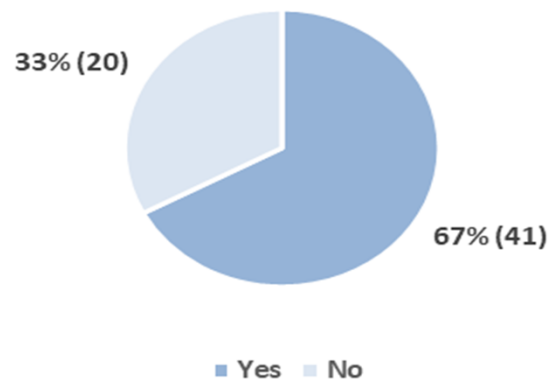
Members Softened Their Language Due to Perceptions That May Have Occurred




A series of thin, black, overlapping geometric lines and polygons in the upper left quadrant of the slide, creating a complex, abstract pattern.

HAVE YOU OBSERVED MALE
COLLEAGUES LOSE THEIR
TEMPER OR ACT
AGGRESSIVELY IN THE
WORKPLACE, WITH NO
CONSEQUENCES OR
ACCOUNTABILITY?

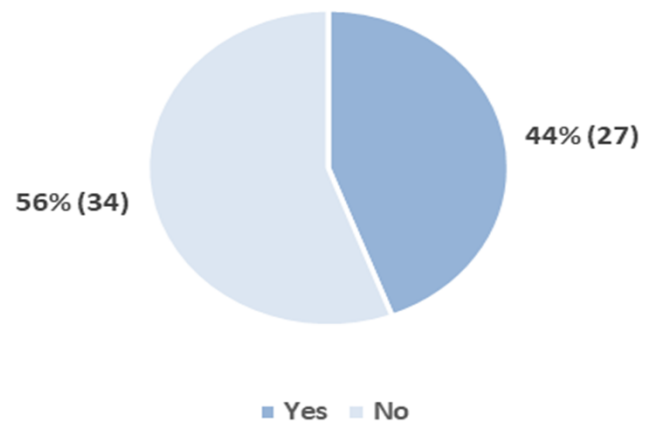
**Members Observed Male Colleagues Lose
Their Temper/Act Aggressively with No
Consequences or Accountability**

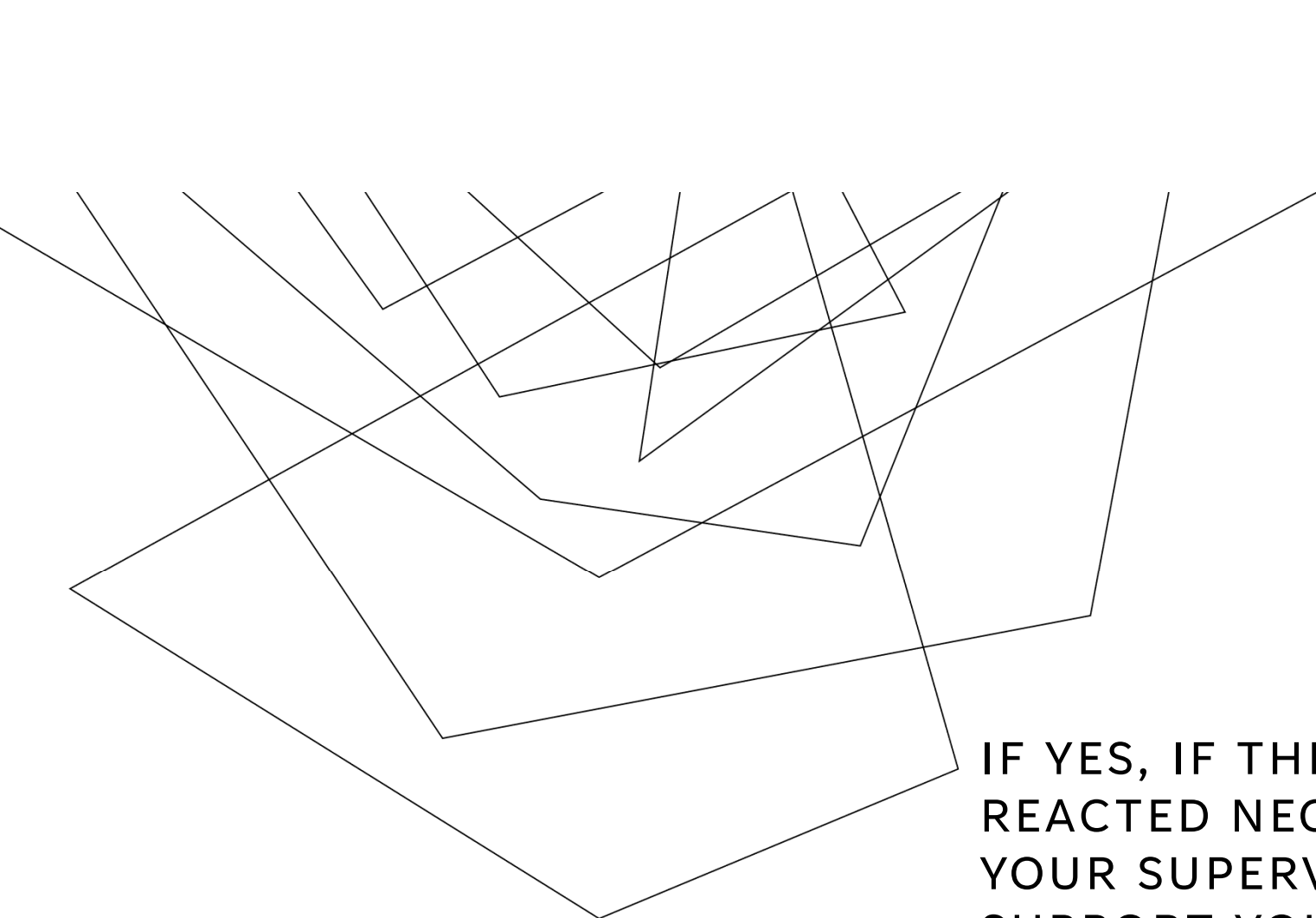




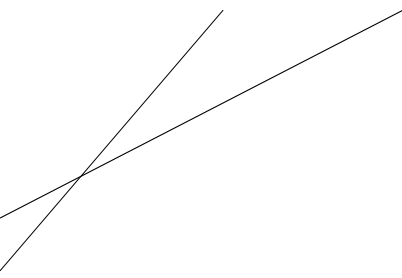
HAVE YOU EXPERIENCED
SITUATIONS WHERE YOUR
SUPERVISOR AVOIDS TAKING A
FIRM STANCE AND INSTEAD
SENDS YOU TO DELIVER A
DIFFICULT MESSAGE?

Supervisor Asked Member to Deliver a Difficult Message




A series of thin, black, overlapping lines forming various geometric shapes like triangles and polygons, scattered across the upper left portion of the slide.

IF YES, IF THE RECIPIENT
REACTED NEGATIVELY, DID
YOUR SUPERVISOR? 1)
SUPPORT YOU, OR
2) DISTANCE THEMSELVES OR
“THROW YOU UNDER THE
BUS”?



Supervisors' Reactions	%	# Responses
Support you	67%	16
Distance themselves or "throw you under the bus"	33%	8



HAVE YOU NOTICED
COLLEAGUES INTENTIONALLY
DELAYING TASKS OR AVOIDING
RESPONSIBILITIES, ASSUMING
THAT YOU WILL STEP IN AND
COMPLETE THE WORK?

Colleagues Stepping in to Complete Work to Get Job Done

