RECOMMENDATIONS FOR HARASSMENT-FREE WORKPLACES

- Offer MANDATORY REGULAR TRAININGS on prevention and bystander intervention
- EXPLICITLY PROHIBIT all forms of DISCRIMINATION (e.g., race, gender, disability, age)

- Provide specific examples of unacceptable behavior in the workplace so employees know how to IDENTIFY HARASSMENT
- Make clear the REPORTING PROCESS and what steps a workplace will take after someone reports an incident

- INVESTIGATE REPORTS of harassment that come from coworkers, not only the employee who experienced harassment

- KEEP VICTIMS INFORMED about the status of investigations and other steps taken after incidents are reported

- Put in place STRONG ANTI-RETALIATION PROTECTIONS to help workers feel safe coming forward
- Conduct INTERNAL COMPLIANCE REVIEWS and share the results with all employees

Read our full report to learn more! 
@CRSHphilly
When harassment happens, there’s a good chance that someone sees or hears it. Harassment affects not only the person being harassed but potentially others in the workplace.

~ 4 OUT OF 5 WORKERS

witnessed someone sexually harass a coworker

“When she tried to stand up to him he laughed and told her she needed to get a sense of humor.”

-----Manager, White non-binary person, age 23

“It's a common problem with other girls, other people. Someone saw that I was kind of flustered, and one of the server's said that's not the first time, he's made a lot of people uncomfortable, and that makes me wonder why hasn't anyone said anything to him, like hey that's not what we do here, that kind of thing.”

-----Host, White woman, age 20

55% of workers reported that someone saw or heard them being harassed.