



SEXUAL HARRASSMENT & GENDER DISCRIMINATION



The Women in Water Project™
by Her2O™

**Recruiting, Integrating, Supporting & Retaining
Professionals in the U.S. Water Industry**

INTRODUCTION

This report is published by The Women in Water Project® by Her2O®.

It is one part of the full report. The full report contains seven sections:

- Equal Pay
- Benefits
- Recruitment and Barriers to Entry
- Sexual Harassment and Gender Discrimination
- Barriers and Experiences Working in the Industry
- Role Models and Leadership
- Workplace Meetings and Responsibilities

Before you get started, you should know that the use of color is used throughout the report to represent the gender of the respondents. In general:

- Visuals and text in grey represent the collective data, both women's and men's responses combined
- Visuals and text in shades of pink represent women's responses
- Visuals and text in shades of blue represent men's responses



SEXUAL HARASSMENT POLICIES & TRAININGS

SEXUAL HARASSMENT POLICIES



Does your workplace have a sexual harassment policy?

95%
YES

93%
YES

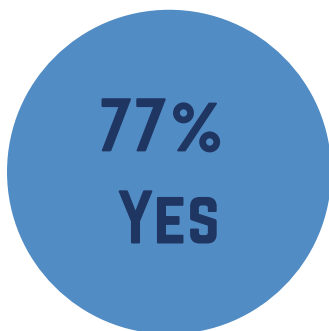
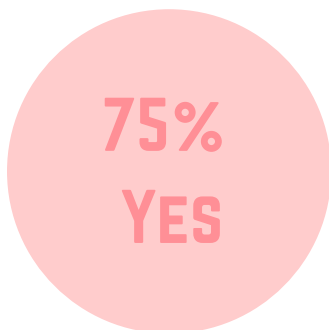
When are employees required to review the sexual harassment policy?

53%	New employee orientation	61%
41%	Annually	55%
8%	Bi-annually	0%
17%	Don't know	7%
6%	Never	7%

SEXUAL HARASSMENT TRAINING



Does your workplace provide sexual harassment training?



When are employees required to attend sexual harassment training?

New employee orientation	39%	52%
Annually	43%	55%
Bi-annually	11%	3%
Don't know	19%	3%
Never	15%	16%

Women and men report with the same frequency that their workplaces have a sexual harassment policy and provide sexual harassment training. Sexual harassment policies are shared with new employees in at least 53% of workplaces that were included in the survey, and employees are required to revisit the policies at least annually in 41% of workplaces. Sexual harassment training is provided to new employees in at least 39% of workplaces that were included in the survey, and employees are required to revisit training annually in at least 43% of workplaces.







Are sexual harassment policies & trainings effective?

53%
YES

77%
YES

EFFECTIVENESS OF SEXUAL HARASSMENT POLICIES & TRAININGS

WHY POLICIES & TRAININGS ARE INEFFECTIVE

-  Policies are not reviewed frequently enough
-  Trainings are not provided frequently enough
-  Policies are not followed
-  Management does not enforce policies

In general, policies are not reviewed frequently enough (24% of women and 23% of men) and training sessions are not offered frequently enough (27% of women and 17% of men).

Policies are not followed: 29% of women and 13% of men stated that despite review and training, people do not follow the policies. Further, management does not enforce policies: 22% of women and 13% of men stated that despite review and training, management does not enforce the policies.

ADDITIONAL REASONS CITED FOR INEFFECTIVE POLICIES & TRAININGS

"Most sexual harassment policies address blatant, offensive behaviors, language, or interactions involving obvious gender related conflicts for legal compliance purposes.

There is no proactive prevention or awareness, there is a lot of grey area, loopholes, and people forget what was said in the initial orientation."

"When problems occur they protect the perpetrators instead of victims."

"Situations tend to be underreported due to fear of retaliation or job loss."

"Some older employees are secure in their position and entrenched in their attitudes, they don't fear punishment."

"I don't think that employees take the training seriously. It's done more as of a "just check the box" type of training so that the company stays in compliance with state mandates/insurance policies."

"The trainings are insane. No one pays attention, half the audience is laughing at the training content and the other half is sleeping."

"Operations and maintenance areas are still very entrenched in white male dominated accepted work practices."



WHERE SEXUAL HARASSMENT IS REPORTED & WHO PEOPLE PREFER TO REPORT TO

Direct supervisor	35%
Indirect supervisor	4%
Human resources	54%
Internal hotline	3%
External hotline	0%
Other	6%

GENDER OF THE PERSON THAT COMPLAINTS ARE REPORTED TO

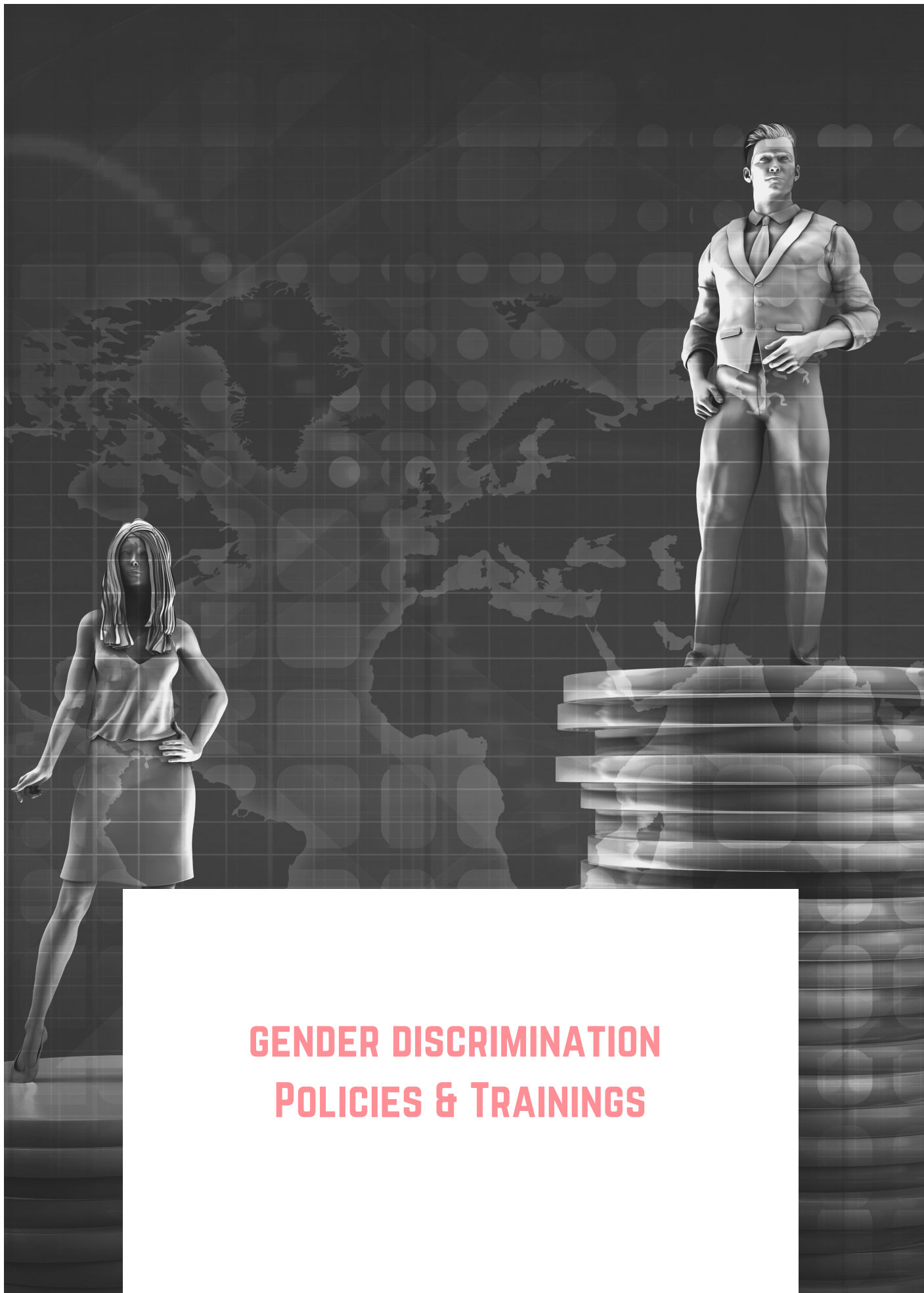
MALE: 47%
FEMALE: 44%
NOT A PERSON: 10%

WHO EMPLOYEES ARE MOST COMFORTABLE REPORTING TO

MALE: 9%
FEMALE: 91%

MALE: 46%
FEMALE: 54%

92% of employees indicated that they report a sexual harassment complaint directly to a person (a supervisor or human resources). While employees reported that the person they report to is male 47% of the time and female 44% of the time, both women and men indicated that they feel most comfortable reporting to a female. It is clear that women do not feel comfortable reporting to a male, with 91% feeling most comfortable reporting to a female.



GENDER DISCRIMINATION POLICIES & TRAININGS

GENDER DISRIMINATION POLICIES & TRAINING

There is a nearly 10% difference between women and men regarding if their workplaces have a gender discrimination policy. Gender discrimination policies are shared with new employees in at least 43% of workplaces that were included in the survey, and employees are required to revisit the policies at least annually in 27% of workplaces. Gender discrimination training is provided to new employees in at least 28% of workplaces that were included in the survey, and employees are required to revisit training annually in at least 28% of workplaces.

Does your workplace have a gender discrimination policy?

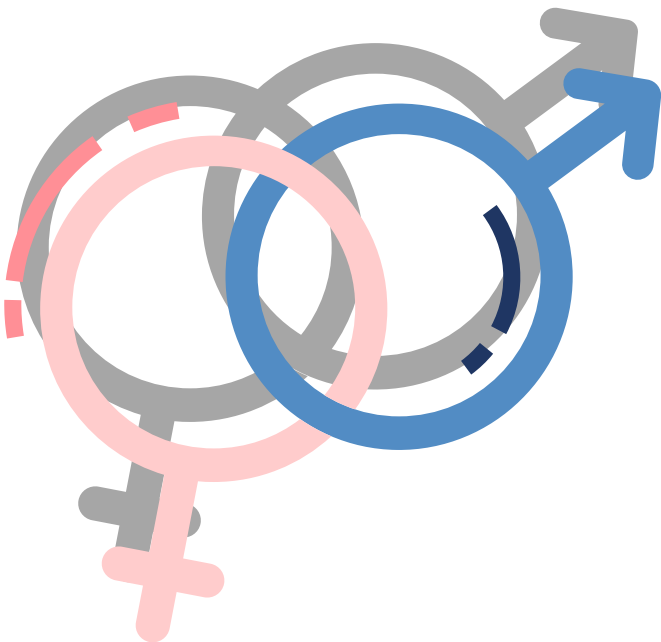
65%	73%
YES	YES

When are employees required to review the gender discrimination policy?

New employee		
43%	orientation	40%
27%	Annually	50%
8%	Bi-annually	0%
20%	Don't know	17%
24%	Never	17%





When are employees required to attend gender discrimination training?

New employee		
28%	orientation	37%
28%	Annually	50%
6%	Bi-annually	3%
26%	Don't know	10%
32%	Never	23%



EFFECTIVENESS OF GENDER DISCRIMINATION POLICIES & TRAININGS

WHY POLICIES & TRAININGS ARE INEFFECTIVE

-  Policies are not reviewed frequently enough
-  Trainings are not provided frequently enough
-  Policies are not followed
-  Management does not enforce policies

In general, policies are not reviewed frequently enough (12% of women and 17% of men) and training sessions are not offered frequently enough (14% of women and 13% of men).

Policies are not followed: 22% of women and 7% of men stated that despite review and training, people do not follow the policies. Further, management does not enforce policies: 14% of women and 3% of men stated that despite review and training, management does not enforce the policies.

Are gender discrimination policies & trainings effective?

39%
YES

71%
YES

ADDITIONAL REASONS CITED FOR INEFFECTIVE POLICIES & TRAININGS

"Gender discrimination is difficult to prove in most cases - only if there is repeated, consistent pattern of bias involving gender, evidence for legal violation, and a clear business case for yourself is action ever taken by an employer."

"Official routes to correct problems can break down where men are in charge and recipients of incident reports such as HR are women. HR can have pressures to minimize, under-report or carry out discriminatory actions themselves unknowingly as they juggle competing tasks, interests, or out of fear to protect their own positions."

"Most gender discrimination incidents are not clear cut situations of favoring men over women, but frequently involve well-meaning, generally good people who are unaware of the power and gender dynamics of their own role when situations play out, the impact of their own behaviors, perceptions, and decisions. Policies, training, appear to be formalities and do not cover the whole spectrum of behaviors, scenarios that are discriminatory, harmful towards women, or person who happens to be a woman."

"Minority interest groups of any kind are in a tough spot - workplace cultures tend to be competitive, self-interest based rather than collaborative, solution oriented, so those who are loudest, viewpoints with the largest numbers are favored, and therefore minority interests, backgrounds are more prone to being dismissed."



The documentary Picture a Scientist indicates that only 10% of gender-related issues for females in the workplace are visibly seen in the public eye, for example, unwanted sexual attention, coercion or assault.

A full 90% of gender-related issues that women experience are not visibly seen by the public, such as:

- subtle exclusions,
- being left off an email,
- not being invited to collaborate,
- vulgar name-calling,
- obscene gestures,
- hostility,
- passed over for promotions,
- relentless pressure for dates,
- remarks about bodies, and
- sabotaging of equipment.

Picture a Scientist also stated that women are just as likely to leave due to those issues not seen by the public eye as they are to leave due to unwanted sexual attention, coercion or assault.

PROMOTION EQUITY

Are women and men promoted equitably within your workplace?

41%
NO

27%
NO





Promotions are NOT equitable because:

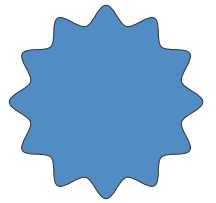
- "Women with the same resume as men have an advantage getting promotions."
- "They are trying to get more women in manager roles for their sustainability reporting."
- "[It is] much more difficult for women to advance."
- "While we have a female assistant director, she is not looked at or treated as an assistant. There is a good chance she will not get promoted to the director position."
- "More opportunities [are] given to men."

"Women are often promoted over equally qualified men to level the current inequities and balance the organization."

Promotions are equitable because:

- "I see females in responsible charge of offices and in management roles."
- "It seems to go in cycles, but on average there appears to be equity."
- "Leadership walks the talk."
- "Promotions are based on union seniority."

"The positions are posted and the highest qualifying candidate is selected regardless of gender."



Promotions are NOT equitable because:

- "White males seem to be consistently promoted over females and minorities for higher level leadership positions - with less experience."
- "The men are openly offered opportunities to advance their certifications. The women have been told we don't need to worry about advancing ours because we won't ever have an opportunity to become leads or managers, but the operators and collections crews do have that chance."
- "They are reluctant to promote women unless they can promote a man too because the men complain."
- "Clients are more used to seeing men in these roles."
- "Promotions are generally given to those who are liked the most, which are usually men."
- "Fewer women are in positions with a clear advancement track, i.e. maintenance or operations. So fewer opportunities to be promoted."
- "Women have historically not been encouraged to [pursue] technical career paths."
- "Men lack certain qualifications but are promoted anyway. Women are told you just don't qualify."
- "Loud, aggressive men are leaders. Loud, aggressive women are unstable and not team players. Therefore, [they are] promoted at differing rates."
- "We are not promoted equitably because there are just some things we can't do that the guys can."

"The evaluation procedures are entirely subjective and based on your supervisor's rating. There are myriad instances of men receiving better evaluations/ratings for less and lower quality work, so they get promoted while the women who bust their ass and get rated lower and therefore get fewer promotions and fewer raises."



Promotions are equitable because:

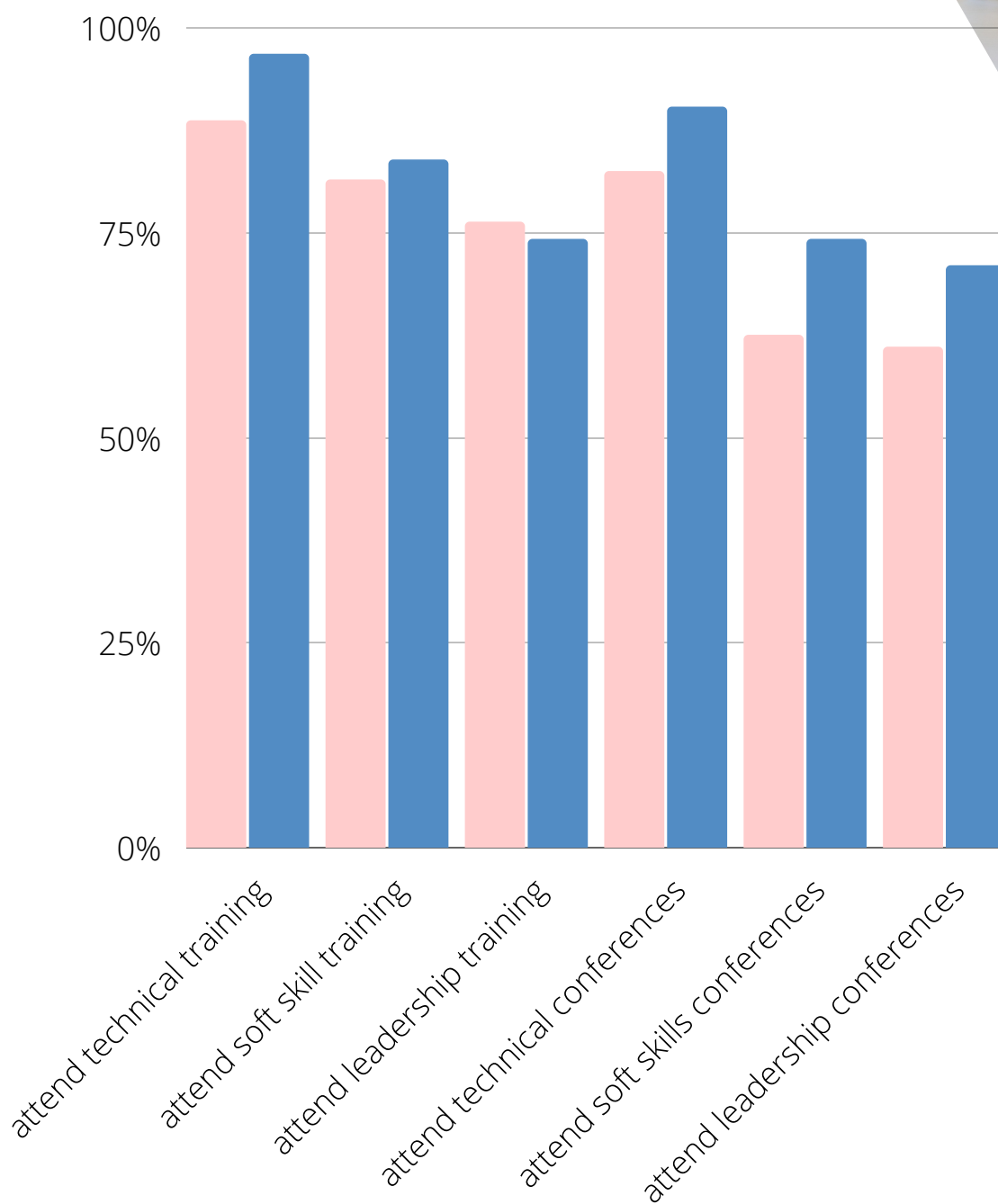
- "Everyone gets promotions/pay raises after a certain amount of time has been put in at the company."
- "There are women in positions of influence."
- "[We have a] diversity policy."
- "Based on the number of women that obtained top-level positions at the City I worked for, I felt there was equitable promotion."
- "Among the executive leadership of our organization there are several women, roughly 30%."
- "At the union level, yes. Promotions are pretty black and white."
- "As long as the person applying for a promotion or lateral transfer is eligible and qualified to do the job, gender does not matter."



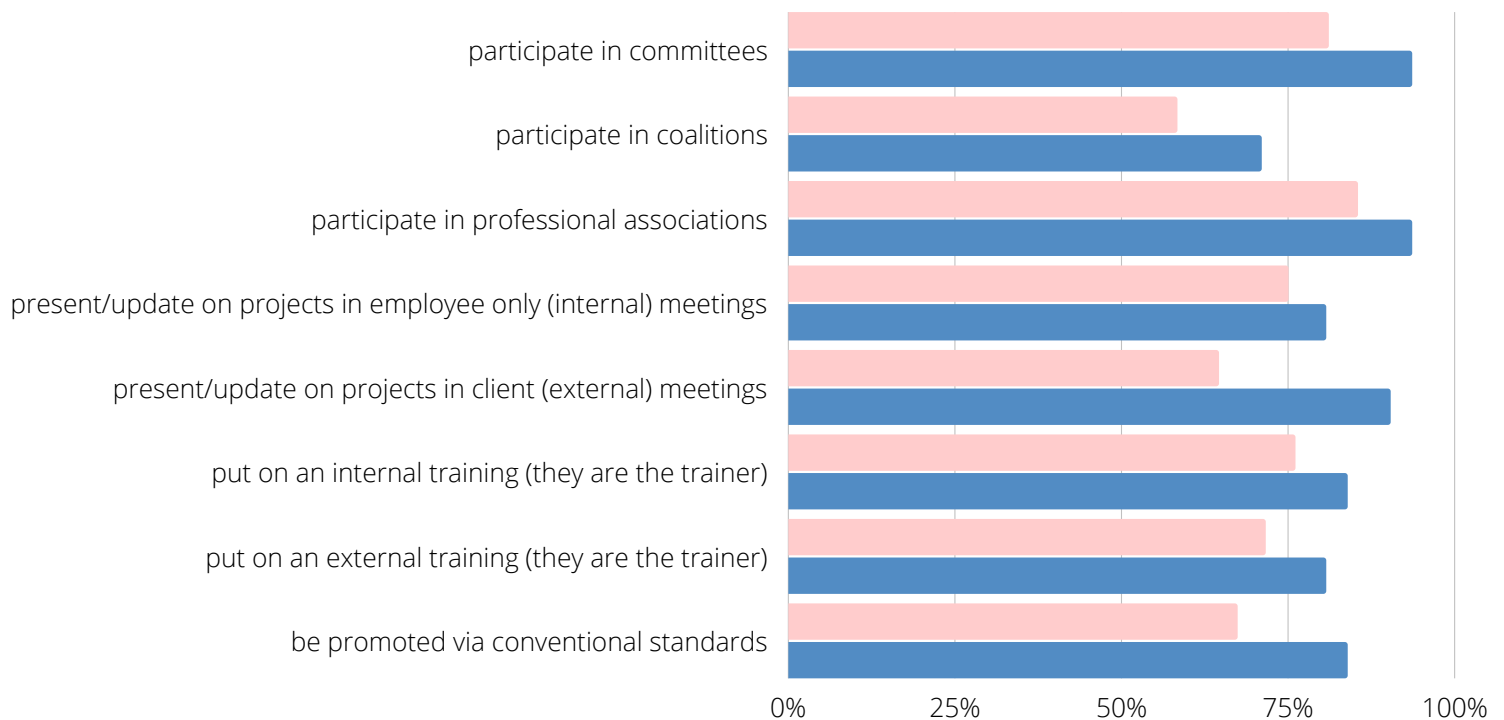
"My employer is committed to workplace diversity and also seeks to have the best overall candidate."



ARE EMPLOYEES GIVEN EQUAL OPPORTUNITY TO:



ARE EMPLOYEES GIVEN EQUAL OPPORTUNITY TO:



TOP 3 AREAS WHERE MEN AND WOMEN DIFFER IN OPINION

- Present/update on projects in client (external) meetings (25.74%)
- Be promoted via conventional standards (16.50%)
- Participate in coalitions (12.64%)

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Contact: Brianna Huber,
her2ointernational@gmail.com



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All professionals working in the U.S. water and sanitation sector were invited via social media and/or email to participate in this survey, which was fielded September-November, 2020. There were 158 survey participants.

For full survey methodology and demographic information, please see the Full Research Report.