



Source: Dictionary.com

#HashtagActivism — Turning Whispers Into Shouts and Fighting Stigma With Story

#MeToo
#AskMoreofHim
#MentorHer
#TimesUp
#SilenceBreakers
#YesAllWomen
#NotAllMen
#AbuseofPower
#Complicit

#MeToo: how a hashtag became a rallying cry against sexual harassment

Facebook said that within 24 hours of Harvey Weinstein Scandal, 4.7 million people around the world engaged in the #metoo conversation, with over 12m posts, comments, and reactions.

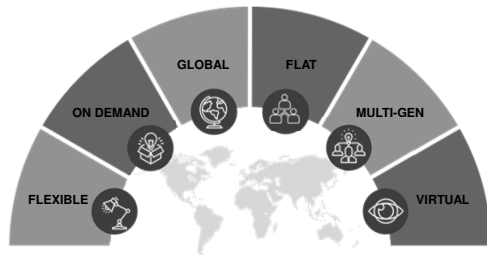
Source: The Guardian October 2017

DO YOU Know your Audience?



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Proactively Foster a Dialogue around Trust



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Nearly 235 million women worldwide lack legal protections from sexual harassment at work

UCLA's WORLD Policy Analysis Center report examines all 193 U.N. member states

UCLA Newsroom | October 25, 2017

Is sexual harassment explicitly prohibited in the workplace?



Building Moral "Muscle"

- **59%** of employees think that their organizations would be more successful when taking on their biggest challenges if their leadership had more moral authority
- **23%** of employees say that they have observed their managers demonstrating the qualities and behaviors of moral leaders
- **30%** say that their CEOs demonstrate the qualities of moral leadership



Accountability starts with Leaders: Develop the Front-Line



Setting the tone of a speak-up culture within the company often starts with leaders.



Employees report misdeeds 71% of the time when they believe top management is committed to ethics.



Front-line management are the gatekeepers of culture.
They are in the most INFLUENTIAL position to foster an environment for employees to raise concerns and speak out.

- 57% of people will go to their direct supervisor when they observe misconduct



Do they LISTEN UP?

- Less than 2% of managers are formally trained around active listening
- Average manager interrupts employees within 17 seconds when someone is speaking.

LEADERS NEED TO MODEL #WALKTHETALK

1. Set the Tone
2. Practice having *uncomfortable conversations*
3. Be accessible
4. Be an active LISTENER
5. Take Action



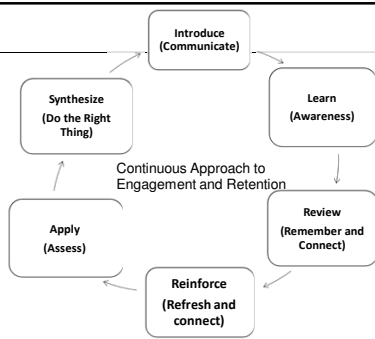
The Value in Difficult Conversations

Published on November 10, 2017 | 648 article | 12 View stats
Dr. Manisha Dholaghi Hames, CCP
Governance, Risk & Compliance | Corporate Culture | E...
LinkedIn

REACH ACROSS THE TABLE: Collaborate Cross Functionally



Cycle of Learning



SPARK DIFFICULT CONVERSATIONS

RESPECT IN THE WORKPLACE

A Zero-Tolerance Stance on Sexual Harassment for Supervisors

DO SOMETHING **NO TOLERANCE**

Power means an ever greater responsibility to act in an ethical manner!

POWER

LISTEN UP **LEAD**

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Bullying Harms Everyone

SPEAK UP **LISTEN**

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ALLY

An ally is a person who supports victims of harassment in the workplace and stands up for what's right. Here are a few ways to ensure that you're an ally.

Listen actively

Be respectful

Be an ally

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Active Learning, Modularize

What is Sexual Harassment?

Harassment is a form of discrimination based on sex. It can be verbal, physical, or visual. It can be subtle or overt. It can be intentional or unintentional. It can be a one-time incident or a pattern of behavior. It can be a violation of company policy or the law.

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Responding

When you witness harassment, it's important to respond. Here are some ways to respond:

- Speak up: Let the harasser know that their behavior is unacceptable.
- Support the victim: Offer your support and help them feel safe.
- Report the incident: Let your supervisor or HR know what happened.

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Be a CURE

CURE stands for Create a Respectful and Safe Workplace. Here are some ways to be a CURE:

- Respect everyone: Treat everyone with dignity and respect.
- Be a good role model: Show others how to behave in a respectful way.
- Stand up for what's right: Don't let harassment go unchecked.

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Avoid Interruptions

Interruptions can be a major barrier to effective communication. Here are some ways to avoid interruptions:

- Turn off your phone: Don't let your phone distract you.
- Find a quiet place: Go to a quiet place to have your conversation.
- Be present: Give your full attention to the person you're talking to.

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#WALKTHETALK: Stopping Sexual Harassment in it's Tracks

Silent Behavior and Sexual Harassment

Research shows that speaking out about concerns is instinctive behavior for humans. If you're ever watching young children playing in a nursery school setting or playground, you've probably witnessed a child "telling" on another for being unfair, not sharing, or name-calling. Essentially, we are "wired" to tell authority figures when we see misconduct.

Yet, as we progress through school and enter society, our behavior changes. We learn that staying quiet—rather than speaking up—is often the more acceptable and safer course of action. When this approach is embraced in the workplace, however, corporate cultures can become toxic and develop patterns of complicity, power inequality, and poor leadership where organizational justice is nonexistent, and employees don't trust their leaders. Moreover, silence is not just the more acceptable behavior in these cultures, it is expected.

A corporate culture that is both silent and toxic can be an enabling environment for sexual harassment. Since sexual harassment is more about power than sex, predators are able to hide behind the veil of silence and exert their power over victims. They know victims or bystanders won't say anything, be believed, or have any recourse. Predators are supported in these environments and allowed to exert their power repeatedly over time, causing for victims to panic disorder, depression, and anxiety.

Given this reality, we should revert back to "telling" like we did in our nursery school days? Not exactly. It does mean we need to open the lines of communication between employees and frontline leaders, so employees know that speaking out is both encouraged and safe.

Before this can happen, employees have to trust their frontline leaders. They need to know not only that leaders will believe them but support them as well. When a frontline leader appears to be fair, authentic and practices, employees will be more likely to raise concerns. Without leadership support and a clear path to organizational justice, employees will continue to remain silent.

A Reality Check

Sexual harassment and other forms of misconduct across all industries have been in the spotlight, being over headlines globally because people are finally speaking out about these issues. This part is good.

While we're again transparency around actions empowered to share their narratives is at an all-time high, trust in corporate ownership is at an all-time low, which is not good.

Let's look at a few statistics. According to the 2017 Etkin

Survey on Sexual Harassment in the Workplace, 66% of women

Stories with Impact