



# Preventing, Identifying and Addressing Abuses of Power in the Workplace While Strengthening Organizational Culture

NMHC Leadership Forum on Diversity & Inclusion

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# Current State of Affairs

- How Prevalent is Sexual Harassment in your workplace?
- How do you know?

55%

Majority of respondents were green or yellow

34%



**Green**  
respectful  
positive  
productive



**Yellow**  
stressful  
irritating  
demotivating



**Orange**  
disrespectful  
alienating  
demoralizing



**Red**  
unlawful  
toxic  
destructive

# “harassment” versus Harassment

**What Color**  
Is Your Workplace?<sup>TM</sup>

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# How did we get here?





# Corporate Disconnect?

Key findings in a recent in-house counsel survey

- What is corporate America doing to proactively make sure prevention and correction efforts are effective?
- You can't fix what you don't know



# Gender Divide?



**6 in 10**

**Male respondents** said sexual harassment rarely or never occurs in their workplace



**6 in 10**

**Women** say they have been exposed to sexual harassment in the workplace<sup>1</sup>

<sup>1</sup>Source: Pew Research Center Study

We know the “disease” - now it’s time to find ways to prevent the disease or cure it, stop only treating symptoms.



# Who does sexual harassment affect? Everyone...we must all work together

Targets

Witnesses,  
bystanders and  
colleagues

Person  
engaging in  
misconduct

Leaders and  
company  
culture



# What now? Action Items

Embrace Complaints:  
Reinvent corporate  
attitude towards  
reporting

Establish an early  
response procedure:  
Teach your employees to  
fish

Make sure your policies  
and training are  
consistent with values

Develop  
effective, even-  
handed  
investigation  
and resolution  
systems.  
If tempted to  
keep a “high  
value”  
employee..DO  
THE MATH!

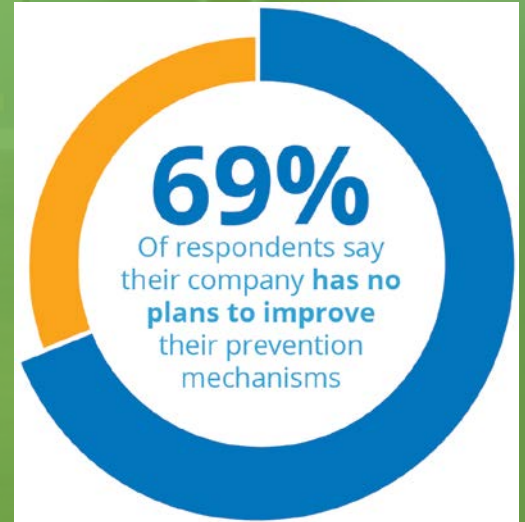
Develop a  
deliberate  
plan to  
include more  
women in  
leadership





# Now what?

Future plans to  
address issues?





# QUESTIONS and CONTACT INFO

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