

SEXUAL VIOLENCE & THE WORKPLACE

Annotated Bibliography

These sources provide research for community-based sexual assault advocates to use in their work to combat sexual violence in the workplace and assist survivors. Connections between sexual violence and the workplace is an understudied area; however, the resources included in this bibliography can shed light on the needs of survivors and opportunities for prevention. Please note that while some of these sources might be specific to certain audiences, they can be applied to other industry sectors and workplaces.

ASIS International. (2005). *Workplace violence prevention and response guideline*. Alexandria, VA: Author.

This report includes sections on the scope of workplace violence, legal issues, prevention steps and policies, threat response and incident management, and the role of law enforcement. It also provides a step-by-step guide to implementing a workplace violence program and provides recommendations for documenting, reporting procedures, and referrals for intimate partner violence that occur at the workplace.

Committee on Pediatric Workforce. (2006). Prevention of sexual harassment in the workplace and educational settings: Policy statement. *Pediatrics*, 118, 1752-1756. doi:10.1542/peds.2006-1816

One-third of female physicians have reported that they have been sexually harassed in the workplace, despite increased awareness about workplace sexual harassment. This policy statement discusses the prevalence of sexual harassment of women, men, and lesbians and gays in the medical community. It also provides recommendations for employers on combating sexual harassment in the workplace. While this policy statement has a limited focus to physicians and individuals in medical schools, it can be applied to other workplaces as well.



DeLisi, M., Kosloski, A., Sween, M., Hachmeister, E., Moore, M., & Drury, A. (2010). Murder by numbers: Monetary costs imposed by a sample of homicide offenders. *The Journal of Forensic Psychiatry & Psychology, 21*, 501-513. doi:10.1080/14789940903564388

This study assessed the monetary costs of five criminal acts: murder, rape, armed robbery, aggravated assault and burglary. The victim costs associated with rape were estimated to be \$138,310 and the total cost of rape to be \$448,532 per offense (amount in 2008 U.S. dollars).

Ellis, E. M., Atkeson, B. M., & Calhoun, K. S. (1981). An assessment of long-term reaction to rape. *Journal of Abnormal Psychology, 90*, 263-266. doi:10.1037/0021-843X.90.3.263

This study of long-term reactions to rape included 27 women victims from the metro-Atlanta area who had been raped within the year prior to the study. The study examined the current functioning of the women through interviews and written measures. Fifty percent of victims lost or were forced to quit their jobs in the year following the rape because of the severity of their reactions. Victims were significantly more depressed and reported less pleasure in daily activities than control group participants who had not been raped. Women who had been victims of sudden violent attacks by strangers showed the most severe reactions, experiencing more depression, fatigue, fear, and less satisfaction from activities than victims of other types of assaults.

Erdreich, B. L., Slavet, B. S., & Amador, A. C. (1995). *Sexual harassment in the federal workplace: Trends, progress, continuing challenges*. Retrieved from the

U.S. Merit Systems Protection Board: <http://www.mspb.gov/netsearch/viewdocs.aspx?docnumber=253661&version=253948>

This report presents the results of a national survey of federal workers on sexual harassment. It is the third such study conducted by the United States Merit Systems Protection Board (MSPB). The study, conducted in 1994, found that 44% of women and 19% of men reported experiencing some form of unwanted sexual attention at work in the two years prior to the study. These results are similar to results from earlier studies conducted by the MSPB in the 1980s. The results indicate that while the federal workforce is more aware of the issue of sexual harassment and has taken steps to address it, the problem still exists and policy and procedures must be reexamined.

Jewkes, R., Sen, P., & Garcia-Moreno, C. (2002). Sexual violence. In E. G. Krig, L. L. Dahlberg, J. A. Mercy, A. B. Zwi, & R. Lozano (Eds.), *World report on violence and health* (pp. 147-181). Retrieved from the World Health Organization: http://www.who.int/violence_injury_prevention/violence/world_report/en/full_en.pdf

This chapter of *World report on violence and health* explores sexual violence and its prevalence, as well as the interconnections of sexual violence and people living in poverty. Women and girls living poverty are at an increased risk for sexual victimization in schools, home and the workplace. Poverty forces many women into occupations that are at a higher risk for sexual violence, such as sex work. Sex workers, whether trafficked or not, were at an increased likelihood to experience sexual violence and other forms of violence.



education and occupational attainment. Income losses associated with violent victimization in adolescents diminishes annual income by about \$6,000 per year. The expected lifetime income loss associated with sexual assault is \$241,600.

Miller, T. R., Taylor, D. M., & Sheppard, M. A. (2007). *Costs of sexual violence in Minnesota*. Retrieved from the Minnesota Department of Health, Injury and Violence Prevention Unit: <http://www.health.state.mn.us/injury/pub/svcosts.pdf>

This report examines various costs of sexual violence in Minnesota. In 2005, sexual assault cost almost \$8 billion in Minnesota; lost work costs accounted for 6% of this total. On average, sexual assault costs almost \$3,300 per assault. Losses included in this study were: pain, suffering, medical care, mental health care, employment, sexually transmitted infections, unplanned pregnancy, substance abuse, and victim services.

MacMillan, R. (2000). Adolescent victimization and income deficits in adulthood: Rethinking the costs of criminal violence from a life-course perspective. *Criminology*, 38, 553-588. doi:10.1111/j.1745-9125.2000.tb00899.x

MacMillan uses a life-course model for estimating the long-term costs of violent victimization by using prospective, longitudinal data from a national sample of American adolescents and retrospective data from a national sample of Canadians. This model is used to estimate income losses over the life cycle associated with violent victimization. By using this model, he found that income losses from violent crime are greatest when violence is experienced during adolescence, and that violent crime influences later earnings because of the disruption of

Mindlin, J. E., & Vickers, S. H. (Eds.). (2008). *Beyond the criminal justice system: Using the law to help restore the lives of sexual assault victims: A practical guide for attorneys and advocates*. Boston, MA: Victim Rights Law Center.

This manual provides guidance for attorneys and advocates who work with victims of sexual assault. It provides information on how to conduct an effective intake, how to spot important legal issues, and how best to respond to sexual assault victims' legal needs. Chapter 10 specifically deals with sexual assault survivors' employment rights including understanding survivor's employment needs and maintaining employment and financial assistance for survivors whose jobs have been terminated.



NOW Legal Defense and Education Fund. (2002). *The impact of violence in the lives of working women: Creating solutions – creating change.* Retrieved from Legal Momentum: <http://www.legalmomentum.org/assets/pdfs/creatingsolutions.pdf>

NOW Legal Defense and Education Fund's resource guide provides background information about domestic violence in the workplace. The guide covers legal issues for employers related to workplace violence and sexual harassment, anti-discrimination laws liability issues for employers, state laws, and worker's compensation. It also suggests ways employers can develop responses that fit their company's needs. While this guide focuses on domestic violence, many of the legal issues and suggested workplace actions described can

be applied to sexual violence and its effects in the workplace.

The Restaurant Opportunities Center United, Family Values @ Work, HERvotes Coalition, Institute for Women's Policy Research, MOMSRISING, National Coalition On Black Civic Participation's Black Women's Roundtable ... 9 to 5, National Association of Working Women. (2012). *Tipped over the edge: Gender inequity in the restaurant industry.* Retrieved from <http://www.nwlc.org/sites/default/files/pdfs/TippedOvertheEdgeROC.pdf>

The restaurant industry employs more than 10 million workers, the majority of whom are women. In 2010, restaurant occupations were seven of the 10 lowest-paying occupations, with women making up 66% of the tipped



workers. This report documents the gendered pay inequity as well as the sexual harassment many women workers experience in the restaurant industry. Many women accept sexual harassment as a part of the restaurant culture and experience sexual harassment in the forms of comments or being rubbed up against. Many workers reported managers knew of the sexual harassment and did nothing to stop it or participated in the harassing behaviors themselves. More than one in 10 of 4,300 restaurant workers surveyed reported that either they or someone they knew has experienced sexual harassment. In 2011, 37% of the Equal Employment Opportunity Commission's (EEOC) complaints came from the restaurant industry and the EEOC has targeted the restaurant industry as the largest source of sexual harassment claims.

Rock, L. M., Lipari, N. R., Cook, P. J., & Hale, A. D. (2011). *2010 Workplace and Gender Relations Survey of Active Duty Members: Overview report on sexual assault* (DMDC Report No. 2010-025). Retrieved from the U.S. Department of Defense, Sexual Assault Prevention and Response: http://www.sapr.mil/media/pdf/research/DMDC_2010_WGRA_Overview_Report_of_Sexual_Assault.pdf

This report documents the results from the 2010 Workplace and Gender Relations Survey of Active Duty Members (WGRA 2010). This survey measures the prevalence of sexual assault in the military and the effectiveness of military prevention programs. In 2010, 4.4% of women and .9% of men surveyed reported experiencing unwanted sexual contact. Of these, 41% of women and 59% of men indicated that the unwanted sexual contact occurred during their workday while they were on duty. Seventy-one percent of women and 85% of men stated that they chose not to report the incident to the Department of Defense or a civilian authority.

Runge, R. R. (2006). *Employment rights of sexual assault victims. Clearinghouse Review: Journal of Poverty Law and Policy, September-October, 299-312.* Retrieved from the Kentucky Association of Sexual Assault Programs: <http://kyasap.brinkster.net/portals/0/pdfs/employment%20Rights.pdf>

This article provides attorneys who represent sexual assault survivors information to understand how their client's sexual assault experience could impact their employment. It also identifies legal options that might be available to survivors. *The Family and Medical Leave Act* and *Title VII of the Civil Rights Act* could be two available legal remedies since both protect victims of workplace violence.



Southern Poverty Law Center. (2010). *Injustice on our plates: Immigrant women in the U.S. food industry.* Retrieved from http://www.splcenter.org/sites/default/files/downloads/publication/Injustice_on_Our_Plates.pdf

This report documents interviews of 150 undocumented immigrant female farmworkers. It details the economic challenges, workplace exploitation and workplace sexual violence they experience on a daily basis. Poverty, language barriers and discrimination all make female farmworkers vulnerable to sexual violence. Specific policy recommendations are made to improve the quality of life for female farmworkers.

Sullivan, J. M. (2004). 2004 workplace violence survey and white paper May 2004. *RM/Insight*, 3(3), 1, 3-12. Retrieved from http://www.asse.org/newsroom/releases/press394_survey.pdf

This report discusses the effect of all forms of violence, including rape and harassment, in the workplace. Employees exposed to violence

report increased levels of stress and lower morale, which could lead to decreased worker productivity. Sixteen million workers a year are harassed, making harassment the leading form of workplace violence. Recommendations are provided for human resource and risk departments and managers. The report also provides information on such preventative actions as risk assessments, trainings, background investigations, and security measures related to workplace violence.

Tjaden, P., & Thoennes, N. (2000). *Extent, nature, and consequences of intimate partner violence: Findings from the National Violence Against Women Survey (NCJ 181867).* Retrieved from the National Criminal Justice Reference Service: <http://www.ncjrs.gov/pdffiles1/nij/181867.pdf>

This report presents findings from the National Violence Against Women (NVAW) Survey. Between November 1995 and May 1996, 8,000 women and 8,000 men (all older than 18) were interviewed about their experiences as victims of violence; this included intimate partner violence and violence perpetrated by



coworkers. Women and men were found more likely to be victimized by a stranger, intimate partner or other type of acquaintance or family member than by a coworker. It is estimated that 1.1 million women and 2.3 million men have been victimized by a coworker.

U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, National Center for Injury Prevention and Control. (2003). *Costs of intimate partner violence against women in the United States*. Retrieved from <http://www.cdc.gov/violenceprevention/pdf/IPVBook-a.pdf>

It is estimated that women in the United States lose about 8 million days of paid work annually because of violence perpetrated against them by an intimate partner. This translates into 32,114

full-time jobs and does not include unpaid work. The *National Violence Against Women (NVAW) Survey* found that an estimated 32,230 intimate partner rapes occur each year. Of those, 21.5% of adult female survivors reported lost time from paid work, on average losing 8.1 days per victimization.

U. S. Department of Health and Human Services, Centers for Disease Control and Prevention, National Institute for Occupational Safety. (2006). *Workplace violence prevention strategies and research needs* (No. 2006-144). Retrieved from <http://www.cdc.gov/niosh/docs/2006-144/pdfs/2006-144.pdf>

This report summarizes the discussions that occurred during the conference "Partnering in Workplace Violence Prevention: Translating

Research to Practice” in Baltimore, Maryland, in November 2004. The gaps in workplace violence research could be addressed by increasing intervention evaluation research; improving reporting, data collection, and data sharing; facilitating and enabling organizations to foster the dynamic commitment and cooperation of employers and workers; analyzing costs and benefits; and improving organization and delivery of risk and prevention information.

Waters, H., Hyder, A., Rajkotia, Y., Basu, S., Rehwinkel, J. A., & Butchart, A. (2004). *The economic dimensions of interpersonal violence*. Retrieved from World Health Organization, Department of Injuries and Violence Prevention: <http://whqlibdoc.who.int/publications/2004/9241591609.pdf>

This report highlights the cost-effectiveness of violence-prevention programs. Reviews of available studies of the costs of violence, including sexual violence and workplace violence, are examined, as is the effect this has on public finances. The report also reviews the interconnectedness of economic factors and interpersonal violence, and provides suggestions for policy interventions.

Waugh, I. M., (2010). *Examining the sexual harassment experiences of Mexican immigrant farmworking women*. *Violence Against Women, 16*, 237-261. doi:10.1177/1077801209360857

Looking at the intersection of class, race, and gender, the author examines the sexual harassment experiences of 150 Mexican immigrant female farmworkers employed in California. Most female farmworkers work in low wage, remote areas isolated from other coworkers, and alongside mostly men, these factors increase the likelihood of experiencing sexual harassment. In this study, 80% of the surveyed respondents reported they experienced some form of sexual harassment. Twenty-two percent of the women indicated that they told no one about the sexual harassment.

This annotated bibliography is part of a ***Sexual Violence & the Workplace Information Packet***. Contact the National Sexual Violence Resource Center for more information: 877-739-3895 or <http://www.nsvrc.org>.

