

**THREE YEARS AFTER #METOO MOVEMENT:  
STUDY FINDS CULTURE OF CRUDE AND GENDERED LANGUAGE, HOSTILITY IN HOLLYWOOD;  
62% OF MALES AND 67% OF FEMALE WORKERS REPORT EXPERIENCING HARASSMENT**

**LOS ANGELES, October 27, 2020** -- [The Hollywood Commission](#), chaired by Anita Hill and founded by Board members Kathleen Kennedy and Nina Shaw in the wake of the #MeToo movement, today released the fourth report from the first-of-its kind, industry-wide worker survey. Following renewed attention on these issues generated by the #MeToo Movement, this landmark survey sought to understand more about the specific experiences of inappropriate, gender-based conduct faced by entertainment industry workers: gender harassment, unwanted sexual attention, sexual coercion, and sexual assault. "In each category, participants point to high rates of undesirable conduct that continues despite efforts to curtail it. The entertainment industry can and must do better," said Anita Hill.

*"I have worked in the industry for twenty years. I have been sexually assaulted and subjected to unwanted touching more times than I can count. I have been demeaned because of my gender. I have witnessed far worse happening to other people. I still see the same level of abusive behavior directed at younger, more vulnerable people. I have reported through supposedly confidential processes and then been the victim of retaliation. I have no confidence that the situation is improving, despite the public statements by industry leaders professing to want to make change." – Anonymous survey respondent*

### **Key Findings**

The overwhelming majority of sexually harassing conduct reported by entertainment workers involved some form of gender harassment. Unwanted sexual attention was the next most common form of sexual harassment, followed by sexual coercion and sexual assault. Females reported approximately twice as much unwanted sexual attention, sexual coercion, and sexual assault as males. Black males reported the lowest rates of all four gender-based behaviors.

#### **Gender Harassment** (e.g., demeaning or offensive jokes or terms based on gender)

*"An unfortunate byproduct of #MeToo is that the supposedly less egregious conduct (i.e. anything not physical or sexual) is brushed off as it is not, relatively speaking, that serious." – Anonymous survey respondent*

- Gender harassment is the most common type of harassment in Hollywood and was experienced by 62% males and 67% of females.
- Females between 24-39 years old reported the highest rate of gender harassment at 77%.

#### **Unwanted sexual attention** (e.g., uncomfortable hugs or touching, persistent requests for dates)

*"I have been subject to many awkward hugs and lower-back touching. There are a number of individuals who still frequently persist in unwanted flirting and oversharing about their own sex lives and 'capabilities.'"*

- During a 12-month period, 42% of females reported experiencing unwanted sexual attention, approximately twice the rate of men (22%).
- Females ages 24-39 reported the highest rate of unwanted sexual attention at 52%.
- Bi-/Multi-racial females reported the highest rate of unwanted sexual attention (47%) and Black females reported the lowest (41%).

- Individuals who identified as bi-sexual or preferred to self-describe reported notably higher rates of unwanted sexual attention (53% and 77%, respectively) than those who identified as heterosexual or gay or lesbian (32% and 37%, respectively.)

**Sexual Coercion** (e.g., sexual advances that conditions employment or career advancement on cooperation)

*“I have been hit on constantly at every job I’ve ever worked on and even had powerful Hollywood men pull out their genitalia out in a professional meeting. They made it clear I can only have a job if I’m their girlfriend.” – Anonymous survey respondent*

In a 12-month period:

- Twenty percent of female workers reported experiencing sexual coercion, compared to 9% of male workers
- By age and gender identity, females between 24-39 years old reported the highest rate of sexual coercion at 23%
- White females reported slightly higher rates of sexual coercion (21%), with 18% of Black females and 16% of Bi-/Multi-racial females reporting sexual coercion.
- Females SAG-AFTRA members reported the highest rate of coercion among union members, at 25%.

**Sexual assault** (e.g., unwanted kissing, groping, and non-consensual sexual intercourse)

*“I have had men in positions of power touch my breasts, reach up my skirt, expose themselves to me. All uninvited.” – Anonymous survey respondent*

- In the 12 months prior to the survey, female workers in Hollywood experience sexual assault at a rate of 5%, twice as often as men (2%).
- Individuals with a disability reported experiencing sexual assault more than twice as often as individuals without a disability (8% to 3%, respectively).
- When asked if respondents had **ever** experienced any of these unwanted behaviors, 1 in 5 women and 1 in 10 men reported that they had experienced sexual assault.

### **Perpetrators, Influence and Power**

- Males with influence and power are the most common perpetrators of sexual coercion and sexual assault among females who said coercion and assault were the worst conduct they experienced.
- Coworkers and peers more often commit gender harassment and unwanted sexual attention than do those with power and influence.
- For all four sexually harassing behaviors, females identified males as the perpetrators in the overwhelming majority of incidents (95 to 98%).
- Among men who identified sexual coercion as the most serious experience, 40% of offenders were female. And for those who said unwanted sexual attention was the most serious experience, 47% of the offenders were female.

### **Hollywood Commission Resources and Recommendations**

When asked what tools would be most valuable to prevent harassment, 95% of workers said resources (e.g. helpline, website, etc.) to help individuals understand reporting options would be somewhat or very useful and 92% said standardized definitions for prohibited behaviors would be somewhat or very useful. In December, the Hollywood Commission will publish several responsive resources:

- **Workers online guide to harassment, discrimination, and retaliation.** Based on worker feedback, this online tool will allow workers to learn about their rights, how and where to report, and what resources and support are available to them — including counseling, support, and legal resources.
- **Code of conduct.** This policy to create safe, equitable, and harassment-free workplaces reflects feedback from workers and contributions from industry organizations. It includes definitions and examples of discrimination, harassment, sexual harassment (including gender harassment, unwanted sexual attention, sexual coercion, and sexual assault), and bullying specific to entertainment, as well as reporting policies and procedures.
- **Production Field Manual.** This document sets forth best practices and includes an employer checklist, tips, and sample policies for workplace meetings, social media, alcohol and drugs, and a vendor code of conduct, along with **recommendations** that employers implement:
  - Transparent complaint processes and investigations
  - Both informal and formal mechanisms to raise concerns and make reports
  - Multiple reporting avenues
  - Consistent standards for holding all offenders accountable, regardless of position.

### **Methodology**

The national, anonymous survey was conducted online over a three-month period (Nov. 2019 – Feb. 2020). A total of 9,630 people who self-identified that they were currently working, pursuing work, or had previously worked in the entertainment industry responded to the survey. To reach as many workers in the entertainment industry as possible, the survey was publicized primarily through media outlets and social media campaigns on LinkedIn, Facebook, Twitter and Instagram, partner organizations, and direct outreach to independent production companies, visual effects companies, and entertainment industry associations and nonprofits.

### **About the Hollywood Commission**

[The Hollywood Commission](#) is a nonprofit that brings together influential entertainment companies, unions and guilds with cutting edge thought leadership and expertise to develop and implement cross-industry systems and processes to eradicate harassment, discrimination and power abuse and create lasting cultural change in Hollywood.

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