The Hollywood Commission
Culture and Climate Report 2019-20
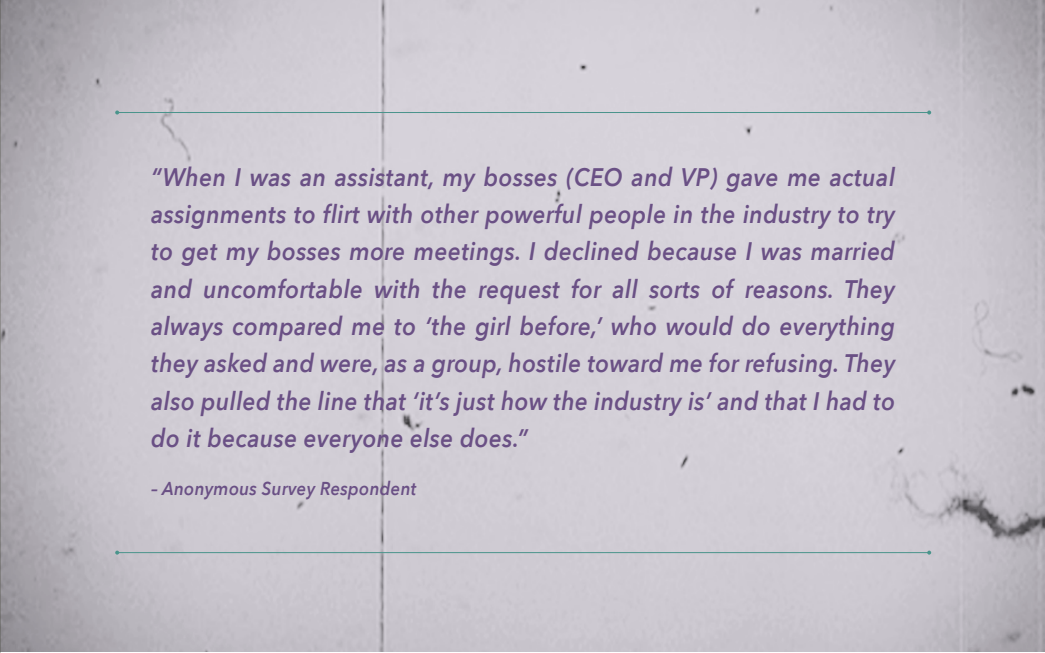

HC THE
HOLLYWOOD
COMMISSION

Acknowledgments

The Hollywood Commission would like to acknowledge and thank the many people who made this survey possible. First, we would like to recognize everyone who shared their time and added their voice by completing this important and groundbreaking survey. Second, we would like to acknowledge that this report was informed by the efforts of the many people who shared their data, insights, ideas, enthusiasm, and expertise with the Hollywood Commission.
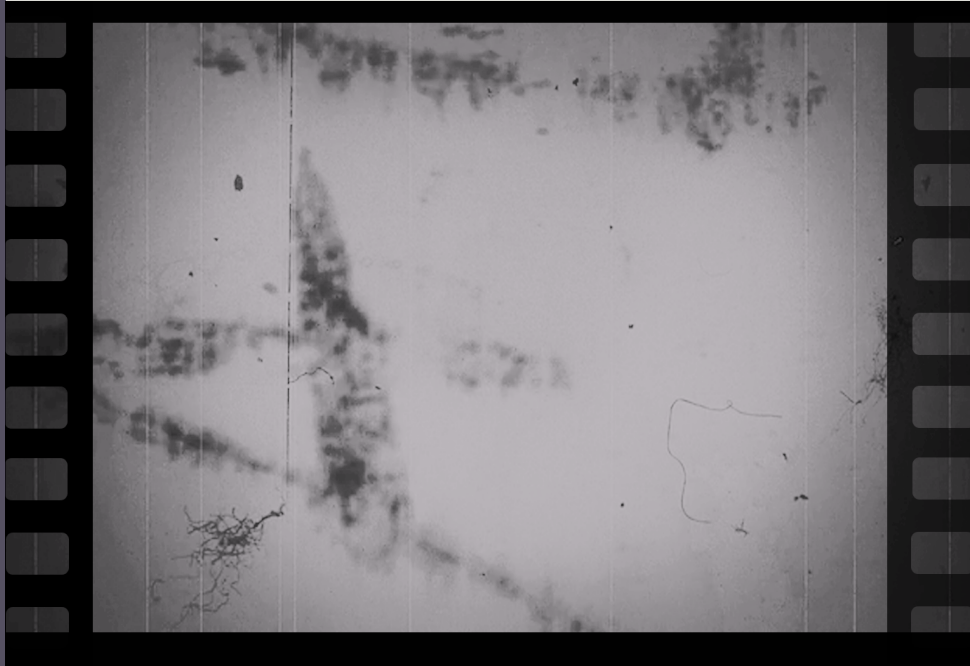
We would especially like to thank the following people:

- **Freada Kapor Klein**
  Founding Partner, Kapor Capital
  Kapor Center for Social Impact

- **Dr. Louise Fitzgerald**
  Professor Emerita, University of Illinois

- **Dr. Nathan Galbreath**
  Deputy Director for the Department of Defense
  Sexual Assault Prevention and Response Office, Department of Defense

- **Dr. NiCole Buchanan**
  Associate Professor of Psychology,
  Michigan State University

- **Dr. Hannah Valantine**
  Chief Diversity Officer, National Institute of Health

"When I was an assistant, my bosses (CEO and VP) gave me actual assignments to flirt with other powerful people in the industry to try to get my bosses more meetings. I declined because I was married and uncomfortable with the request for all sorts of reasons. They always compared me to 'the girl before,' who would do everything they asked and were, as a group, hostile toward me for refusing. They also pulled the line that 'it's just how the industry is' and that I had to do it because everyone else does."

– Anonymous Survey Respondent

TABLE OF CONTENTS

This final report of *The Hollywood Survey* lands at the end of an unprecedented year, not just for the entertainment industry but for the United States as a whole. Black and Hispanic Americans are dying at greater rates from COVID-19 than the general population. Women of all races are bearing a disproportionate burden of the pandemic's economic and social fallout.

In the midst of any global health crisis, racism and sexism flourish. Hate-crime violence and anti-Semitic acts reached an all-time high in 2020. Also in this year, the Human Rights Campaign found that Black and Latinx trans women were the victims of as many as half of all violent deaths, in what is the deadliest year on record for transgender people in the United States.

This year, Hollywood leadership embraced entertainment's role as a world influencer, realizing that global and industry conditions demanded better choices. With ingenuity, determination, and innovation, Hollywood has risen to the complex challenges posed by COVID-19. Industry interests across labor and management upended long-held ways of doing business in Hollywood and precipitated a reinvention of the business from the ground up in response to the health crisis. Moved by the deep disparities revealed by the pandemic, widespread antiracism protests, and the pleas of entertainment workers of color for meaningful representation, the entertainment industry welcomed new storylines and voices, and pioneered new ways to create content.

Hollywood can now harness this same urgency, decisiveness, and boldness to ensure that collaboration, diversity, and inclusion remain central to our industry's workings and culture. Unfortunately, a majority of workers today do not believe that Hollywood has a culture that embraces diversity and inclusion as a core value. Just 49% believe that Hollywood welcomes and values diverse backgrounds, experiences, and perspectives, and only 39% believe that Hollywood acknowledges and respects the dignity, unique perspectives, and experiences of every person.

With the financial pressures that COVID-19 has wrought, many companies have chosen to divest in this area. Indeed, McKinsey reported that 27% of organizations have put all or most of their diversity initiatives on hold because of the pandemic.

But the entertainment industry has every reason to do better. The business case for diversity and inclusion is well-established: Diverse companies consistently out-earn nondiverse companies. Diverse and inclusive companies are also more innovative and agile, and weather crisis more effectively. Unsurprisingly, cultures that are inclusive are less likely to experience sexual harassment. Now is the time to recommit to diversity and inclusion as a business imperative, a social mandate, and a safeguard against future crisis. Put simply, it is the right thing to do.

The work the Hollywood Commission has done to date prepares us well for this moment of reckoning. In the past three years, the entertainment industry as an unprecedented collective body has come together to meaningfully tackle the scourge of sexual harassment. We are launching a reporting system that helps to identify repeat offenders across the industry; have created a bystander training program to engage the entire workforce in addressing workplace abuses; and will publish a best-practices conduct policy, a production field guide, and an online workers' guide to harassment, discrimination, and retaliation.

We have truly started to create an infrastructure for change. But systems do not work without the culture and values to support them. According to scientific research, organizational tolerance is the single most powerful factor in determining whether serial harassment will occur. This means that our collective efforts toward safe and equitable workplaces depend on creating a truly diverse and inclusive culture.

The lesson of 2020 is that better outcomes for the future require even more change. The skills necessary for the future and how we recruit for them; the way we organize ourselves as businesses; where and how we work; the policies, processes, and protocols that we've relied upon; and the way we interact across teams and cultures are in a state of disruption.

The pace of progress and the re-imagining of our workplace puts inclusivity in the spotlight and gives entertainment an auspicious opportunity to reshape itself with diversity and inclusion firmly at the center of its business model, decision making, strategies, operations, and output. To its credit, the Hollywood community has signaled that it is moving in a new direction. Among other announcements:

- The Academy of Motion Picture Arts and Sciences has rolled out representation and inclusion standards for the Oscars

- ViacomCBS established the First Time Directors program, aimed at increasing BIPOC and female representation in films; CBS committed a minimum 25% of the network's annual development budget to projects from BIPOC creators and established a target for its writers' rooms to be staffed with a minimum of 50% BIPOC representation by 2022-2023 broadcast season.

- WME and Endeavor Content are implementing a series of more than thirty actions based on the launch of a new initiative led by Michael B. Jordan and Color of Change.

- Netflix promised to deposit $100 million in Black-owned financial institutions.

Change is the sum of our collective efforts. We applaud, encourage, and want to amplify these endeavors. But there is far more to do to enshrine diversity and inclusion in the industry's value system and to bridge the divide between leadership's intentions and the everyday experience of workers in Hollywood.

The same intent, resolve, exigency, and creativity that will soon deliver a safe, effective COVID vaccine can help eradicate the parallel plagues of racism and sexism. Hollywood was born of innovation. It can be rebuilt by it, too.

Sincerely,

Anita S Hill

Anita Hill
Chair, Hollywood Commission

In November 2019, the Hollywood Commission launched the largest, first-of-its kind culture and climate survey about discrimination, harassment, and bullying across the entertainment industry. Our goals were three-fold:

1. Establish an industry-wide baseline regarding the climate for accountability, respect, and equity

2. Identify the populations that are particularly vulnerable to harassment and discrimination

3. Identify ongoing gaps in preventing discrimination and harassment in the entertainment industry.

With valuable contributions from 9,630 entertainment workers in television and film, commercials, live theater, music, broadcast news, talent representation, public relations, and corporate settings, this survey is key in our collective, relentless drive to create a safe and equitable future in the entertainment industry.

Survey Areas

Workers shared their thoughts with us about:

1. Entertainment industry values

2. Progress since #MeToo (October 2017)

3. Awareness of and satisfaction with personnel policies, practices, and training

4. Experiences with bias, bullying, sexual harassment and discrimination

5. Reporting offenses

6. Retaliation

7. Accountability

8. The need for new resources.

Reports

We shared key findings through four summary reports (September – October 2020):

1. Accountability

2. Bias and Diversity

3. Bullying

4. #MeToo: Progress, Sexual Harassment, and Sexual Assault

Here, in our full report, we take a step back, look at the big picture and recommend a path forward.

The survey revealed several indicators of troubling workplace attitudes and behaviors.

- Despite perceived progress, the entertainment industry has a permissive climate toward sexual harassment: Workers don't believe powerful harassers will be held accountable or that their reports will be taken seriously, and they view reporting as risky.

- Despite widespread antidiscrimination statements and policies, gender diversity targets, and unconscious bias training, most workers don't think the industry values diversity, inclusion, or respect (see Fig. 1). These perceptions and findings were largely consistent across all areas of work, with those working in corporate settings having a dimmer view of these values than those working in television and film.

- Despite awareness of unacceptable workplace behaviors, workers reported disappointingly high rates of bias, bullying, and sexual harassment (see Fig. 2). Few reported these behaviors to their employer. Many experienced retaliation.
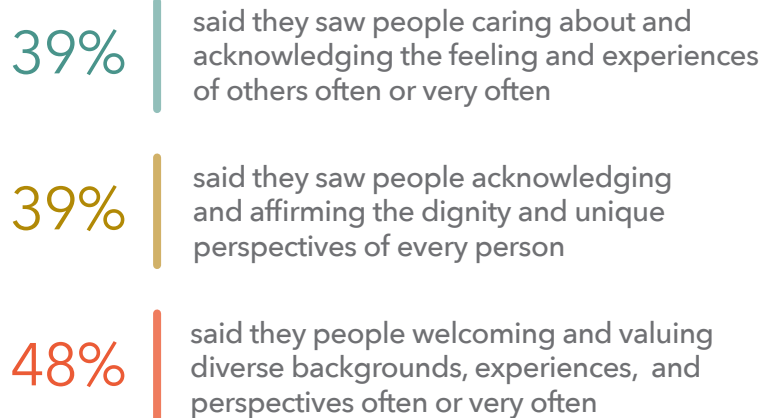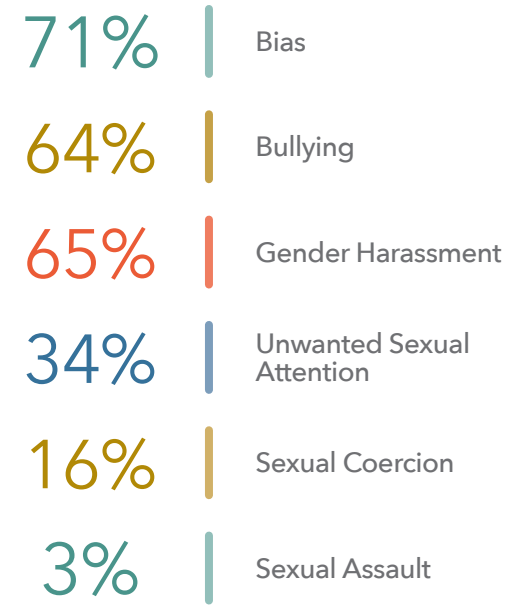
FIG. 1

Values

39% said they saw people caring about and acknowledging the feeling and experiences of others often or very often

39% said they saw people acknowledging and affirming the dignity and unique perspectives of every person

48% said they people welcoming and valuing diverse backgrounds, experiences, and perspectives often or very often

FIG. 2

Observations and Experiences During the 12 Months Before Survey

71% Bias

64% Bullying

65% Gender Harassment

34% Unwanted Sexual Attention

16% Sexual Coercion

3% Sexual Assault

There are signs of progress in the entertainment industry as well. Since #MeToo, workers in our sample saw moderate to much progress in preventing harassment (69%) and in welcoming and valuing diverse backgrounds, experiences, and perspectives (68%).

Industry organizations are making progress by adopting measures to address the significant culture and climate issues of harassment and discrimination.

But there is much more to be done. Building on the gains we've made together, we recommend that entertainment organizations take the following measures:

1. Affirm a commitment to respect, human dignity, and inclusion
2. Embrace diversity
3. Align systems to values
4. Anchor efforts to prevention
5. Ensure accountability for policy violations, regardless of seniority or performance.

1. Affirm a commitment to respect, human dignity, and inclusion

Culture starts with shared values. Industry workers want to inhabit environments that put a premium on respect, human dignity, and inclusion. This must include a commitment to the principle that all employees deserve to be respected, regardless of personal characteristics like race, religion, national origin, sex or gender identity, sexual orientation, age, or disability.[1]

Further, these values must be articulated and affirmed by leadership. Managers at every level must explicitly and visibly value a workplace free of harassment, ensure that harassing and gateway behaviors are prohibited as a matter of policy, and that all workers feel safe in reporting harassing behavior.

Additionally, organizations must put systems in place that hold violators accountable for their actions and take appropriate responses when violations occur. Organization leaders must be held responsible, through the use of metrics and performance reviews, for monitoring and stopping harassment by those they supervise and manage. [2]

2. Embrace diversity

Diversity and inclusion, in both storytelling and entertainment corporate structures, are essential to an industry that prides itself on innovation and creativity and takes seriously its role as a global influencer. Organizational systems that reflect the value of and support diversity and inclusion are more creative, better at problem-solving, more capable of responding to the demands of today's entertainment consumers, and more successful at preventing sexual harassment.[3]

Representation alone does not ensure inclusion. Underrepresented groups often feel marginalized at work by an environment that doesn't value them, lacks interest or empathy, and fails to make change. The real aim should be for leaders to create a culture that values, rewards, and supports individual differences.[4]

"Something needs to be done to hold people accountable for all types of abuse, beyond the great progress we've made with the #MeToo movement alone. There are so many people in the business who are still verbally abusive to assistants and people below them. It would be great to see future initiatives that work towards eradicating this behavior."

- Anonymous Survey Respondents

3. Align systems to values

A strong majority of workers said that, through their workplace, they were made aware of unacceptable behaviors in the workplace (76%), how to share concerns (68%), and diversity and inclusion initiatives (66%). Fewer were aware of the process that takes place if they shared concerns (58%) or what retaliation is and what can be done if they observed or experienced retaliation (59%). Given these findings, it was not surprising that 95% of workers said resources to help individuals understand reporting options would be useful. Few workers reported the most serious misconduct they experienced to their employer—for example, only one out of 10 reported to human resources. Approximately two-fifths (41%) indicated they experienced some type of retaliation, regardless of whether they reported it.

4. Anchor efforts to prevention

Compliance with legal requirements for policy, training, and grievance procedures is not sufficient to prevent harassment and discrimination. Harassment training that focuses on forbidden behaviors—which is often required by state legislation—does not reduce harassment.[5] Legalistic grievance procedures backfire and often lead to retaliation.[6]

5. Ensure accountability for policy violations, regardless of seniority or performance

Only 35% of our respondents thought it was "very" or "somewhat likely" that a powerful harasser would be held accountable for harassing someone with less authority or status, such as an assistant; only 7% thought it was "very likely."

""The lack of diversity in senior executive-level positions in my experience resulted in a bullying culture for people of color."

- Anonymous Survey Respondent

16

1. **Bystander Intervention training**
   Over two-third (69%) of respondents who indicated the most serious experience they had was bullying said bystanders were present during the incident. The Hollywood Commission conducted bystander training with entertainment workers to address harassment and bullying. It included a virtual reality training, a web-based training, and six workshops tailored to the entertainment industry – two for television supervisors (directors, producers, and showrunners), two for film supervisors (directors, producers, and unit production managers), one for casting directors, and one for production workers. Bystander intervention training teaches employees how to identify bullying or aggressive behaviors. Employees learn ways to support a victim of bullying and are empowered to intervene when appropriate. Equipping employees with the tools to intervene creates a sense of shared responsibility to keep negative conduct in the workplace from being normalized.

2. **Code of conduct**
   This policy for creating 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 the entertainment industry, as well as reporting policies and procedures.

3. **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:
   1. Transparent complaint processes and investigations
   2. Both informal and formal ways to raise concerns and make reports
   3. Multiple reporting paths
   4. Consistent standards for holding all offenders accountable, regardless of position.

4. **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 and legal resources.

5. **Ombuds: tEQuitable pilot for small production companies**
   A pilot program with tEQuitable, an independent, confidential platform, was launched to help companies address issues of bias, discrimination, and harassment before they escalate, as a free resource for independent production companies.

"I notice managers not being held accountable for being verbally abusive to employees and instead get promoted. All the focus on sexual harassment has helped in that area, but I see a bigger problem now with work-place bullying." .

- Anonymous Survey Respondent

6. **Reporting platform**
    Multiple complaints about the same person are common. Research tells us that individuals who act in an abusive and/or aggressive way are likely to do so more than once. The commission gathered individuals throughout the industry to review technology that allows repeat-offender identification tailored to the entertainment industry. This new platform will launch in beta in the first quarter of 2021, with participating organizations announced at a later date. The platform gives workers who feel they have experienced sexual misconduct, discrimination, harassment, bullying, or microaggressions the ability to share it anonymously. Workers may choose to report immediately or to file a conditional report. If a worker makes a conditional report, if (and only if) other people in the organization also file complaints about the same aggressor, they will be notified and can decide whether to release their identity and participate in an investigation. Other components of the platform include two-way anonymous messaging, which workers can use to raise concerns and ask questions about the process, and instructions on how to create a time-stamped record.

"It is crucial that our industry provide actionable responses and reliable resources to ensure all aspects of our business dealings are safe by providing resources that people can trust who actually respond and take action to resolve harassment, bigotry or assault."

- Anonymous Survey Respondent

1. **Review employment policies and procedures to ensure that individuals from underrepresented groups are being fairly included in searches and considered for promotions and leadership roles.**

2. **Create performance evaluations that assess managers' progress in addressing bias and fostering diversity and inclusion in the workforce, and, where appropriate to the position, in content.**

3. **Support mentorship, sponsorship, and career-coaching programs within organizations or through third parties.**

4. **To foster shared awareness, invest in implicit bias training programs that empower bystanders and address hostile workplace behavior, including microaggressions, as well as violations of hiring and promotion standards.**

5. **Align creative content and organization operations with values.**
    To sustain innovation and grow creativity, diversity as a value must be evident in the industry's operations–in its decision making and decision makers–and content.

    As suggested elsewhere by Alan Jenkins, organizations should know what their content is about and see that it reflects values.[7] Storytelling is powerful, and the evidence is clear that it "contributes to our collective perceptions of each other and the society we aspire to be."[8] Reject storylines that are inconsistent with values and contribute to stereotypes and sexual harassment–those in which women are overly sexualized; men get women drunk to get lucky; and Black men are violent, menacing, or dangerous. Further, ensure that a commitment to diversity is embraced and modeled throughout the organization, particularly at the highest levels.

6. **Address behavior that contributes to discrimination and harassment, including microaggressions, bullying, bias, and abuse of power.**
Respectful behavior is particularly important in preventing sexual harassment because such harassment–especially gender harassment–often takes place against a backdrop of incivility or an environment of generalized disrespect.[9] Developing and disseminating clear policies that align to shared values of respect, human dignity, and diversity is crucial to ensuring the community knows what kinds of behavior are unacceptable. Create effective training concerning the continuum of behaviors.

7. **Provide transparency into reporting, complaint processes, and investigations.**
Reporting and findings should be clearly stated, available to the reporter before reporting, and trauma-informed.

   - **Develop a range of methods** for reporting harassment, discrimination, or misconduct that include multiple points of contact at different organizational levels and in different geographic workplaces. Provide anonymous reporting options.

   - **Broadly disseminate and communicate this information.** At any location where business is conducted on behalf of a film, television or web-based project, including production offices, home offices, and casting locations, organizations should display in key areas on set (e.g., in an entry to an office, in an entry to a set, or in craft services) documents, notices, or posters detailing workers' rights; the organization's code of conduct, human-resources reporting instructions, and contact information; and an outline of the reporting process. Details on how to obtain digital versions of this information should be included on each day's call-sheet notes section. Reporting information should also be included on each day's call-sheet notes.

8. **Address the most common form of sexual harassment: gender harassment.**
There are three types of sexually harassing behavior: gender harassment, unwanted sexual attention, and sexual coercion. The overwhelming majority of sexually harassing conduct described in the survey involved some form of gender harassment. Examples included sexist conduct (for instance, contemptuous comments about women or insults of men who are gay or petite) and sexually crude conduct (references to women as "bitches" or "whores"). Findings also showed there was little difference based on gender identity: 67% of females and 62% of males reported gender harassment during the 12 months before the survey. Unwanted sexual attention was the next most common form of sexual harassment (42% of females and 22% of males), followed by sexual coercion (20% of females and 9% of males) and sexual assault (5% of females and 2% of males).

9. **Prohibit bullying.**
In both production and corporate settings, workplace bullying is one of the most-reported types of misconduct. The keys to ending it are accountability and awareness. However, bullying remains one of the least-understood behaviors–what it is, what it isn't, and how to manage it. These challenges–and the need to address them authentically and comprehensively–are magnified by stressors unique to the production context.

Because abusive conduct is not illegal, many companies and productions do not prohibit such behavior in their codes of conduct or workplace policies. This makes it difficult to hold bullies accountable for their conduct, despite the fact that California now requires certain employers to provide training on the prevention of abusive conduct. In addition to complying with the law, the Hollywood Commission recommends that industry companies:

- **Strengthen statements on bullying in codes of conduct.** Define bullying in clear terms that do not require the employer to demonstrate the intent of the abuser (malice) but are instead based on objectively observable behaviors.

- **Establish policy and processes to address bullying complaints.** If bullying does occur, recognize the behavior and act on it early–don't wait until the problematic conduct has been repeated or has occurred over a prolonged period of time. Ensure the grievance process is fair and timely.

10. **Invest in bystander intervention training.**
Although harassment training that focuses solely on prohibited behaviors is not demonstrably effective, other promising approaches are available, particularly those that engage managers and others as part of the solution. Specifically, bystander intervention training helps individuals spot problem behaviors like gender and sexual harassment, implicit bias, and bullying; intervene; and prevent situations from escalating.

11. **Create an ombuds office.**
Having an entity that sits outside the organizational chain of command and works independently to resolve complaints can help reduce offenses and provide the kind of informal problem-solving that workers want and need. An ombuds system is informal, neutral, and truly confidential–only the ombuds officer needs to know of the complaint. This approach has two advantages over the current system: It allows accusers to determine whether to make their complaints known to the accused, and it avoids legalistic hearings entirely.

"There's no way to export the nuances of what it feels like to be othered or mistreated. You just have to make sure that people who understand those nuances are able to implement the subtle and institutional changes that create more of an equitable status quo."

- Anonymous Survey Respondent

12. **Implement consistent standards for holding all offenders accountable, regardless of position.**
Make clear that everyone will be held accountable for violating company or organizational policies on harassment. This can be achieved by clearly stating the range of disciplinary consequences for violators and defining the procedures and time frames for each stage of the process (for instance, reporting, investigation, and adjudication).

- **Limit confidentiality and nondisclosure agreements.** Confidentiality and nondisclosure agreements often shield perpetrators who have harassed people repeatedly. For example, while only 5% of the survey sample had been asked to sign a nondisclosure or a similar agreement, that percentage jumped to 27% of those who reported sexual assault as their worst experience. This failure also perpetuates retaliation– one of the biggest reasons people don't report. Confidentiality in settlement agreements should be limited to prevent offenders from moving to another employer for purposes of concealing past discipline or discharge.[10]

- **Limit "for-cause" clauses.** Executive agreements often require policy violations to be willful or material, yet for less-senior employees any violation of policy can be grounds for dismissal. In addition, it is often easier, quicker, and cheaper for an employer to terminate and pay out an individual than to try to demonstrate cause.

13. **Publish reports.**
Be transparent about what happens when reports are formally filed and when people are found to have violated policy. Demonstrating that policy violations will be investigated and that perpetrators will be held accountable within a reasonable time frame helps employees understand that an institution will not tolerate violations. This goes beyond having a policy—it requires showing that the institution is following through. Organizations can, without disclosing protected information, regularly communicate to employees how many reports are being investigated and what, generally, the outcomes are.[11]

14. **Incorporate values throughout the supply chain.**
This could include writing protections into contracts with third-party productions, vendors, and others who come into contact with employees. For example, NBCUniversal has extended its antidiscrimination and harassment workplace policies to apply to outside productions. It could also include implementing inclusion requirements, as AMPAS has done, or putting diversity casting incentives in place through a budget amplifier, as SAG-AFTRA has done.

References

[1] EEOC Select Task Force on the Study of Harassment in the Workplace: Report of Co-Chairs (June 2016)

[2] Ibid.

[3] National Academies of Science, Engineering, and Medicine 2018. Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine. Washington, DC: The National Academies Press.

[4] "Leaders, Stop Denying the Gender Inequity in Your Organization," Michelle King (Harvard Business Review June 2020)

[5] "Why Sexual Harassment Programs Backfire," Frank Dobbin and Alexandra Kalev (Harvard Business Review May - June 2020)

[6] Ibid.

[7] "Action! Ten Things Hollywood Can Do to Right Racism and Promote Justice," Alan Jenkins (medium.com, June 4, 2020)

[8] Ibid.

[9] National Academies of Sciences, Engineering, and Medicine 2018

[10] Ibid.

[11] Ibid.

"Employers must commit to a higher level of transparency about how often they receive complaints and what kind of outcomes occur."

- Anonymous Survey Respondent
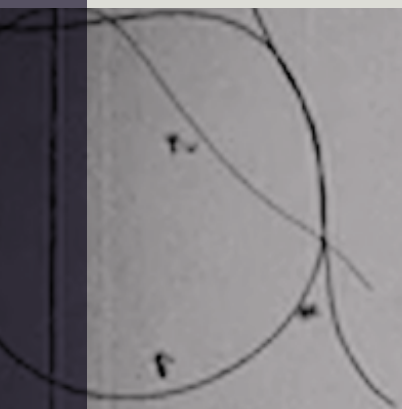
ABOUT THE HOLLYWOOD COMMISSION

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 that can help eradicate harassment, discrimination and power abuse, promote diversity and inclusion, and create lasting cultural change in Hollywood.

Our Mission

We will lead the entertainment industry to a strong and equitable future by defining and implementing best practices that eliminate sexual harassment and bias for all workers, especially marginalized communities, and actively promote a culture of accountability, respect, and equality.

Appendix

Appendix A

The Hollywood Survey Report #1: **Accountability**
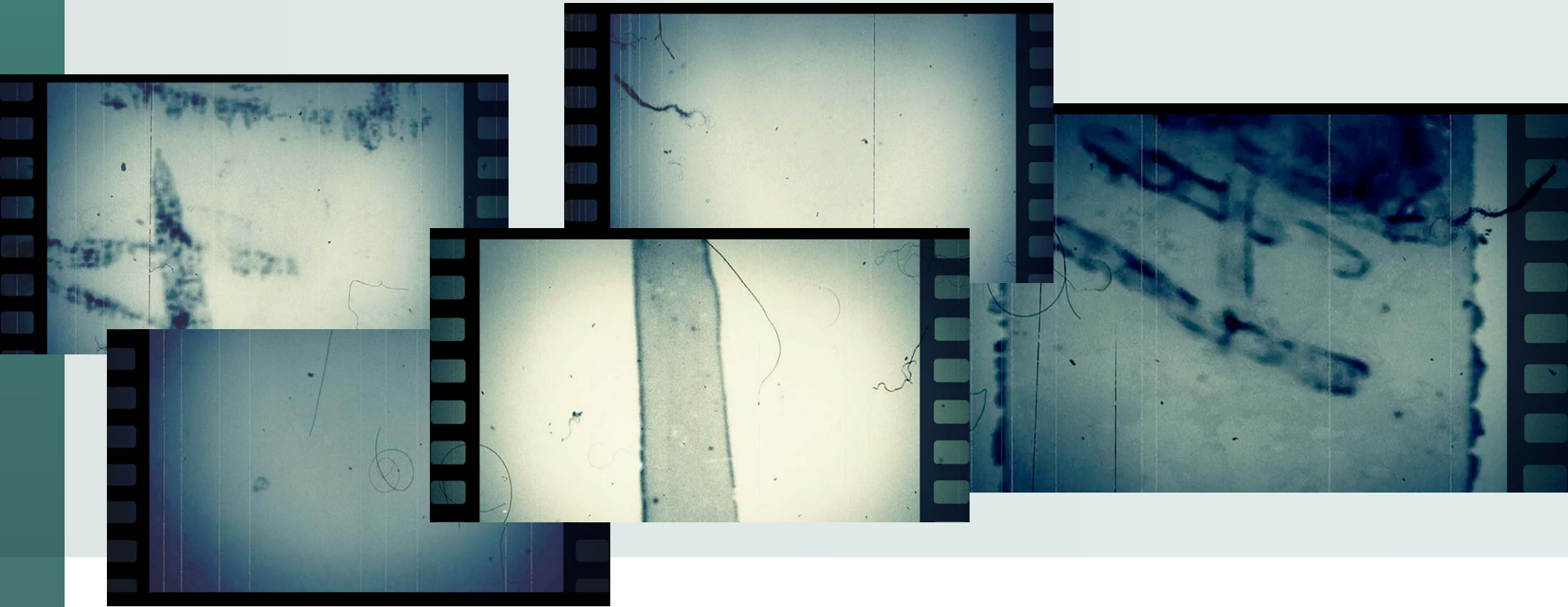
This first of five reports presents findings regarding the climate for sexual harassment across the entertainment industry. In particular, it discusses the worker's perception of accountability for harassment. We found that a strong majority (65%) didn't believe that a powerful individual, such as a producer or director, would be held accountable for harassing someone with less power. Given this view, it is not surprising that only 28% of our sample reported an incident of gender harassment, unwanted sexual attention, or sexual coercion to employers. Respondents saw significant risks in reporting, for reasons ranging from "it wasn't serious enough" to "no one would believe me" to "fear of retaliation." Respondents who witnessed such incidents also reported both actual retaliation and fear of retaliation as factors in their responses.

"The industry tolerates bad behavior by powerful people. Producers, actors, and above the line individuals are rarely held accountable for tyrannical behavior. A production works at the whims of those in power, and those below the line have very little recourse to complain or to have their complaints addressed. I have seen people relocated, fired or pushed out rather than have the powerful aggressor censured."
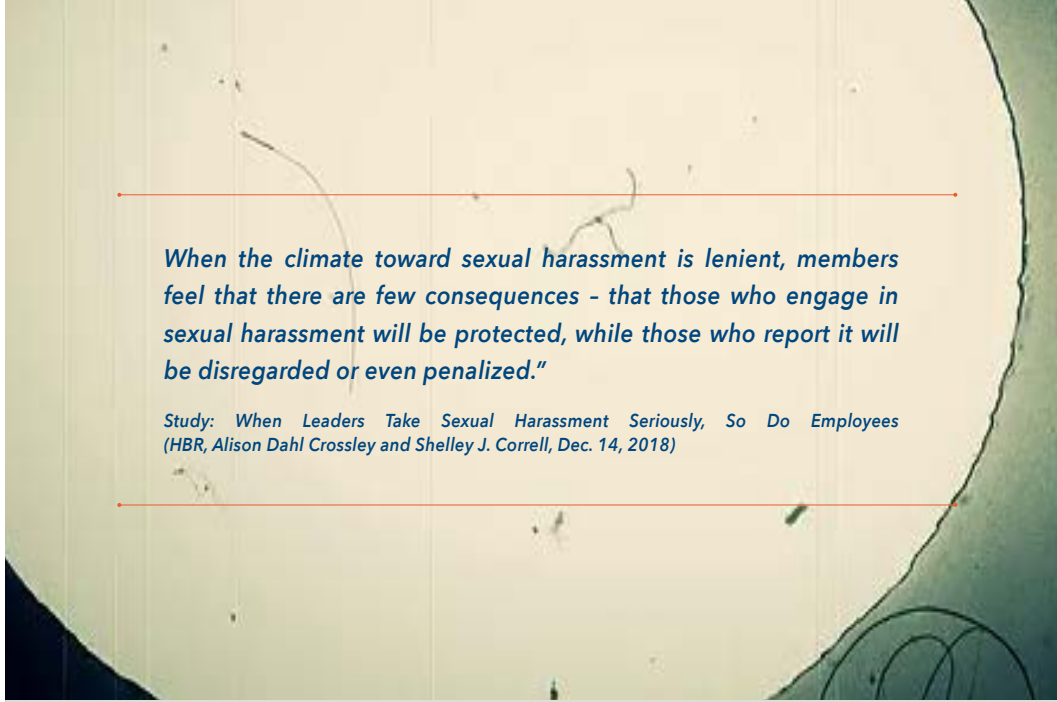
- Anonymous Survey Respondent

The 2017 #MeToo coverage primarily featured reports about high-profile individuals in entertainment perpetrating particularly egregious cases of sexual assault and coercion. But sexual harassment is not only a problem of individual behavior. It's also a problem of climate – the role the entertainment industry plays in facilitating and enabling harassment.[1]

A perceived tolerance and lack of sanctions is the strongest predictor of sexual harassment.[2] We looked at several factors which characterize a permissive climate towards sexual harassment, including:

1. A perceived lack of sanctions against offenders

2. The perception that one's complaints will not be taken seriously

3. Perceived risk to victims for reporting harassment.[3]

When the climate toward sexual harassment is lenient, members feel that there are few consequences – that those who engage in sexual harassment will be protected, while those who report it will be disregarded or even penalized."

Study: When Leaders Take Sexual Harassment Seriously, So Do Employees (HBR, Alison Dahl Crossley and Shelley J. Correll, Dec. 14, 2018)

ENTERTAINMENT WORKERS PERCEIVE AN ABSENCE OF SANCTIONS FOR POWERFUL HARASSERS.

Workers across the entertainment industry lack confidence that powerful harassers will be held accountable, the belief and confidence that the process protects victims and strives to eliminate harassment.

We asked respondents how likely it was that a person in a position of significant authority or status – such as a high-profile producer, writer, actor or musician – would be held accountable for harassing someone with less authority or status, such as an assistant.

The response was startling.

Only 35% of our sample believed it was very likely or somewhat likely that the harasser would be held accountable.

28% Somewhat likely

7% Very likely
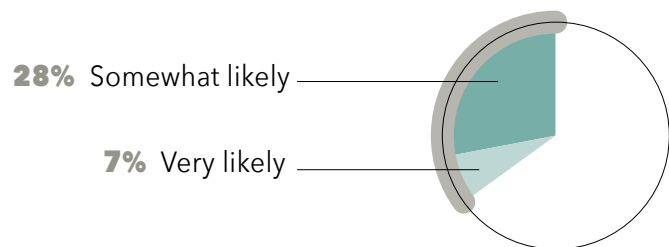
Primary Area of Work

This perception of accountability was consistent across industry sectors. Only 32% of those working in talent representation believed the powerful harasser would be held accountable, compared with 37% of those working in a corporate environment.

QUESTION:

Believed it was very likely + somewhat likely powerful harasser would be held accountable

32% Talent representation (manager, agent, lawyer)

34% Commercials

35% Television & Film (including work on music soundtracks)

36% Live theater

37% Corporate position
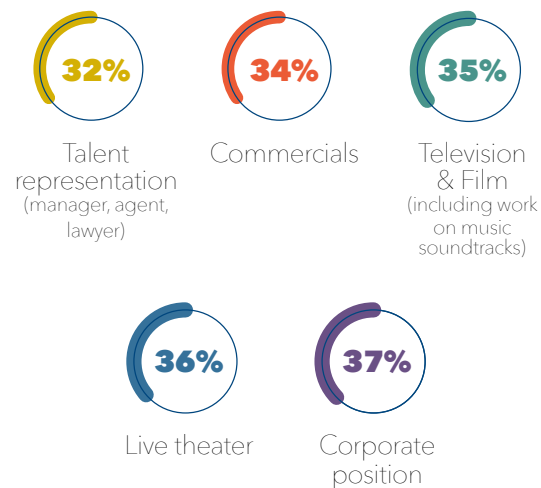
Union and Guild Members and Non-Members

Non-union members had a far bleaker view of accountability than union members, with only 23% of women and 37% of men believing a powerful harasser would be held accountable. There were also notable differences in the perceived tolerance for harassment between some unions and guilds. For example, 59% of men who are members of the Producers of Guild America (PGA) believed a powerful harasser would be held accountable, compared with only 38% of men who are members of the International Alliance of Theatrical Stage Employees (IATSE). In fact, men in the PGA - relatively higher-status personnel - were the only union or guild demographic in our sample whose view of accountability for powerful harassers exceeded 50%.
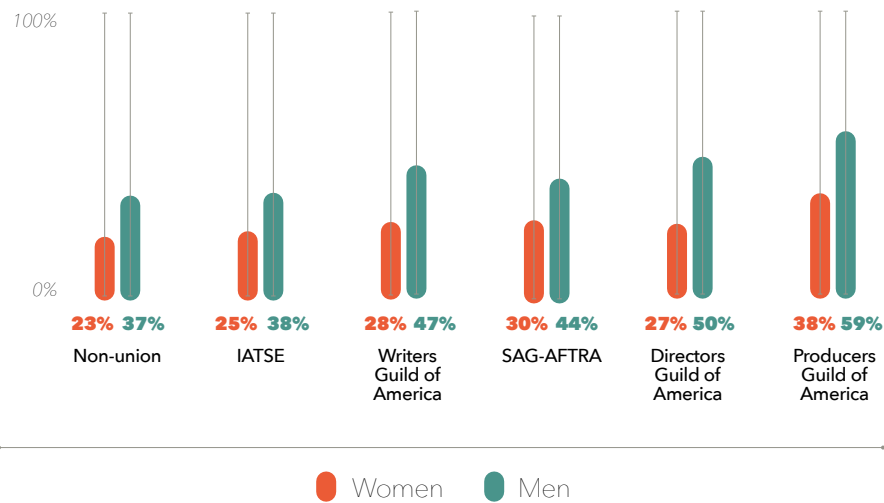
Even people who have done horrible things still get considered for jobs, because, for some reason, people in entertainment don't hold each other accountable, and they hire the offender back anyway because they've proven to be successful in the past."
- Anonymous Survey Respondent

100%

0%

| 23% 37% | 25% 38% | 28% 47% | 30% 44% | 27% 50% | 38% 59% |
| Non-union | IATSE | Writers Guild of America | SAG-AFTRA | Directors Guild of America | Producers Guild of America |

● Women   ● Men

Race/Ethnicity & Gender

Those who are in traditionally underrepresented or marginalized groups had dim views of accountability. In terms of gender identity,* there is a sizable gap between men's and women's views on accountability. Forty-five percent of men believe someone in power would be held accountable for harassing someone with less authority versus 28% of females. White and Black or African American workers had the most favorable view of accountability in this regard (36% and 34%, respectively). Workers who identified as Bi- or Multi-racial had a 31% favorable view of accountability Among workers who identified as of Hispanic, Latino or Spanish origin, 29% had a favorable view of accountability.

GENDER IDENTITY

100%

45%
Male

28%
Female

0%

SEXUAL ORIENTATION

100%

37%
Straight/heterosexual

36%
Gay or lesbian

26%
Bisexual

24%
Prefer to self-describe

0%

INDIVIDUALS WITH A DISABILITY

100%

36%
No

28%
Yes

0%
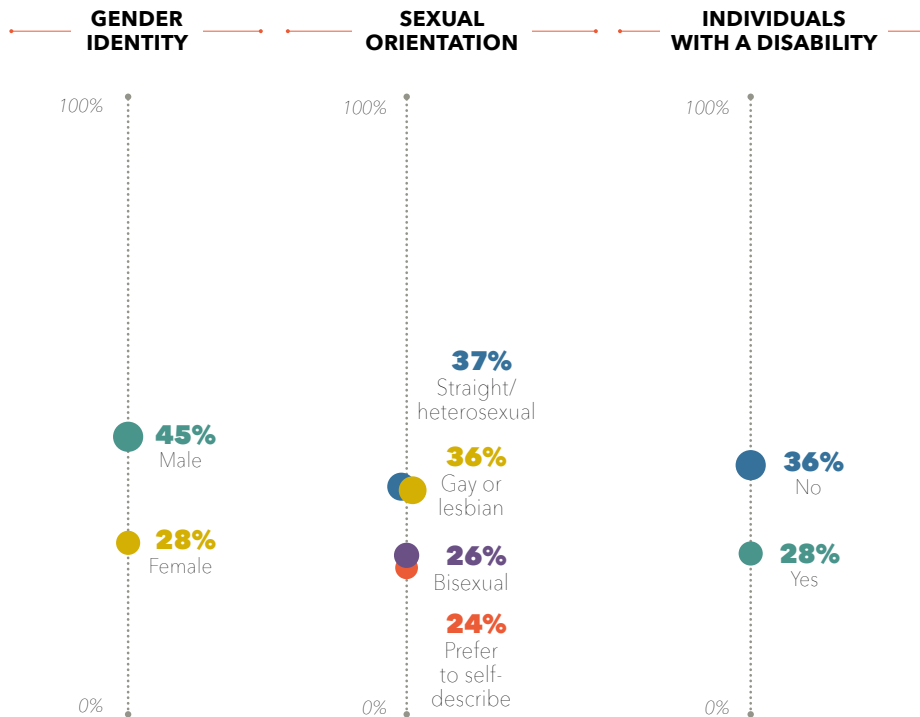
*N-sizes too small to draw conclusions with respect to non-binary/third gender or prefer to self-describe

HISPANIC, LATINO OR SPANISH ORIGIN & GENDER*

100%

38%
Male

23%
Female

0%
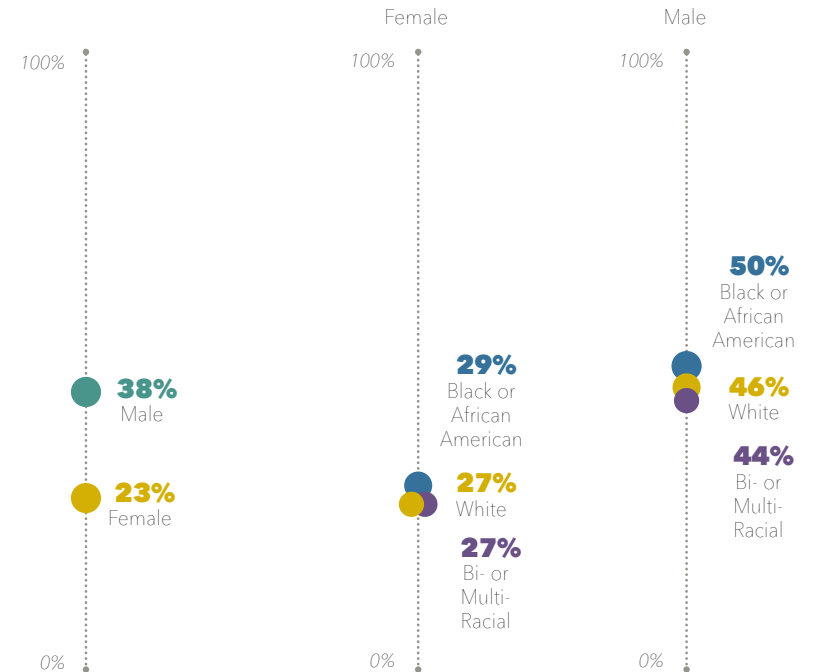
"Hispanic, Latino or Spanish origin" includes respondents who selected one of the following in response to the question, "Are you of Hispanic, Latino or Spanish origin?" Mexican, Mexican-American or Chicano, Puerto Rican, Cuban, or Another Hispanic, Latino or Spanish origin.

RACE, ETHNICITY & GENDER

Female

100%

29%
Black or African American

27%
White

27%
Bi- or Multi-Racial

0%

Male

100%

50%
Black or African American

46%
White

44%
Bi- or Multi-Racial

0%

"If someone is powerful enough, they are untouchable, no matter the abuse. Accountability is the most important thing right now. And there is essentially none for those with any notable amount of power."

– Anonymous Survey Respondent

VICTIMS DON'T THINK THEY'LL BE TAKEN SERIOUSLY.

Workers who reported experiencing gender harassment, unwanted sexual attention, or sexual coercion didn't report because they think they won't be believed, nothing will happen, or they'll be retaliated against.

Workers have to believe they will be heard, believed and safe in order to raise concerns about inappropriate workplace conduct. Respondents who chose not to report their worst or most serious experience of gender harassment, unwanted sexual attention, or sexual coercion were concerned that the conduct wasn't serious enough to report or the perpetrator wouldn't be held accountable.

QUESTION:

Didn't think it was serious enough

GENDER HARASSMENT:
60%

UNWANTED SEXUAL ATTENTION:
61%

SEXUAL COERCION:
38%
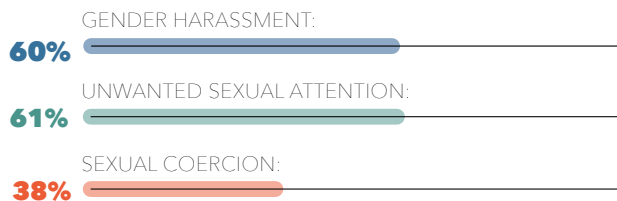
QUESTION:

Didn't think anything would be done

GENDER HARASSMENT:
25%

UNWANTED SEXUAL ATTENTION:
29%

SEXUAL COERCION:
69%
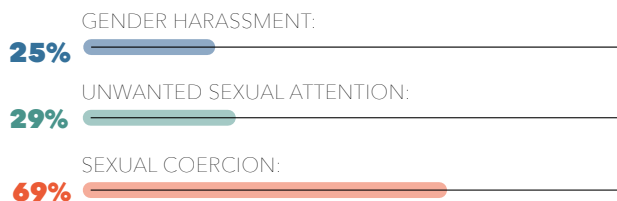
Sexual harassment is more likely to occur in an environment of generalized disrespect.[4] Workers do not believe the entertainment industry values diversity, inclusion, or respect.

QUESTION:

How often do you observe people in the industry behaving in the following ways?
(Very Often + Often)

32% | Doing What Is Right, No Matter How Difficult the Circumstance

36% | Accepting Responsibility and Ownership For One's Choices, Behaviors and Actions

39% | Caring About and Acknowledging the Feelings and Experiences Of Others

39% | Acknowledging and Affirming the Dignity and Unique Perspectives of Every Person

42% | Being Just And Fair

48% | Welcoming and Valuing Diverse Backgrounds, Experiences and Perspectives

REPORTING ISN'T WORTH THE RISK.

Only about 1 out of 4 workers (28%) who said they experienced some form of gender harassment, unwanted sexual attention or sexual coercion talked to a supervisor, human resources, or their legal department.

Reports to Employer

That workplace misconduct often goes unreported is not unique to the entertainment industry. According to the EEOC, a formal report to an employer is the "least common response to harassment," with only about three out of four individuals who experienced harassment talking to a supervisor, manager, or union representative about it.[5]

REPORTING TO COMPANY

LEGAL, COMPLIANCE. OR ETHICS DEPARTMENT:

4%

HUMAN RESOURCES:

9%

SUPERVISOR:

23%
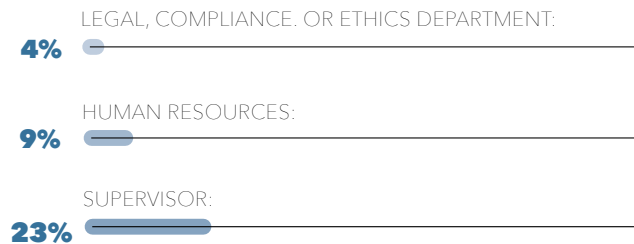
Respondents saw significant risks in reporting – including the powerful positions the offenders occupied and the possibility of damage to their careers.

Power Imbalances

Power inequities perpetuate the lack of accountability. Less than half (48%) of workers saw progress since the #MeToo movement in addressing power abuses. The primary offenders are in powerful positions to influence who gets hired, who gets to keep a job, and to damage the reputations of those who complain.

PERPETRATOR POWER OVER JOBS

● GENDER HARASSMENT   ● UNWANTED SEXUAL ATTENTION   ● SEXUAL COERCION

100%

	Someone who could influence my ability to get a job	Someone who could influence my ability to keep a job	Someone who could influence my reputation in the industry
Gender Harassment	37%	39%	44%
Unwanted Sexual Attention	43%	47%	55%
Sexual Coercion	72%	63%	69%

0%
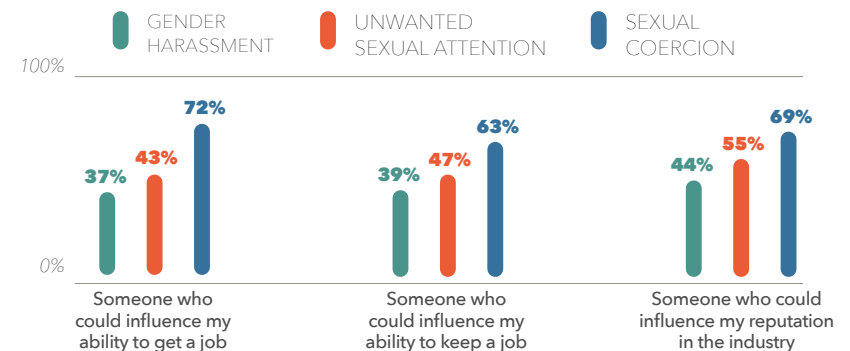
"The culture of entitlement and power that exists for producers, directors, production managers and other above the line people trickles down. Sexual harassment is part of the bullying, lack of consideration and general bad behavior that these people believe is their due to dole out because they believe they can and that they are masters of the universe."

- Anonymous Survey Respondent

Retaliation

Victims were concerned they would be retaliated against.

I thought I would be labeled as "difficult to work with"

GENDER HARASSMENT:
16%

UNWANTED SEXUAL ATTENTION:
25%

SEXUAL COERCION:
44%
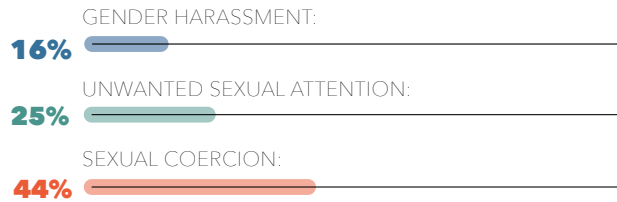
I thought it would end my career

GENDER HARASSMENT:
4%

UNWANTED SEXUAL ATTENTION:
5%

SEXUAL COERCION:
29%
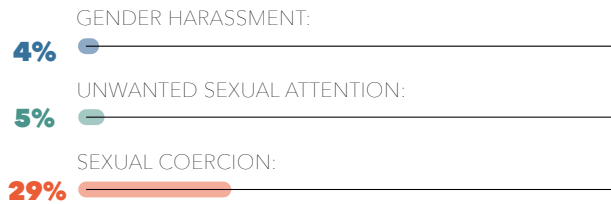
I didn't trust it would be kept confidential

GENDER HARASSMENT:
12%

UNWANTED SEXUAL ATTENTION:
24%

SEXUAL COERCION:
39%
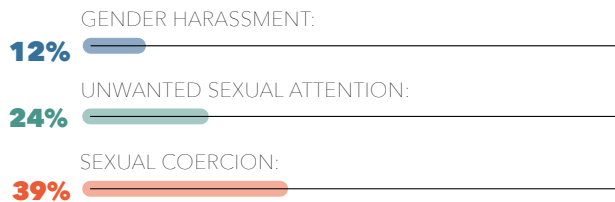
Witnesses were also reticent to report and said that they didn't believe any action would be taken and were even more fearful of retaliation than victims. This fear of retaliation is not unfounded, with approximately two-fifths of survey respondents (41%) – both victims and witnesses – reporting they experienced some type of retaliatory behavior, whether they reported the unwanted conduct or not.

Workplace retaliation is common. One 2003 study found that as many as 75% of employees who spoke out against workplace mistreatment faced some form of retaliation.[6]

"The power structure in entertainment makes it impossible for victims to come forward. More harassment, bad reputation, and eventual firing is a certainty after reporting."

– Anonymous Survey Respondent

When asked which of the following resources would be most helpful to them, workers asked for the following: technology for victims to create a time-stamped record (93%), a helpline/hotline (94%), resources to help workers understand reporting (95%), bystander intervention training (91%), and consistent standards and definitions for prohibited behavior (92%).

Resource	Percentage
Resources to help workers understand reporting	95%
Helpline/hotline	94%
Technology for victims to create a time-stamped record	93%
Consistent standards and definitions for prohibited behavior	92%
Bystander intervention training	91%

"I'm not sure there is a 'safe' way to report experiences. Circumstantial details and information that would be provided in the report would identify the individual who filed the complaint, exposing them to the accused. Even though there are 'no retaliation' policies in place, it doesn't stop it from happening and can even make it impossible to find work if the accused has enough power, influence, and connections."

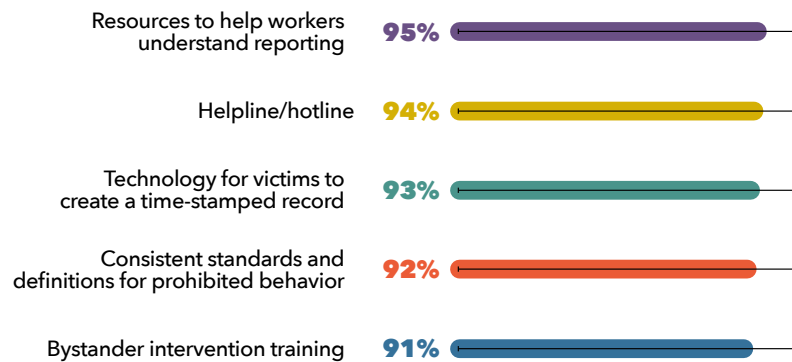*- Anonymous Survey Respondent*

1. Reporting Platform With Matching Option

Multiple complaints about the same person are frequent. Research tells us that if someone acts in an abusive, aggressive way, they are likely to do so more than once. The new platform will launch with five to eight participating organizations in beta in Q1 2021. Organizations participating in the beta phase will be announced at a later date.

The platform gives workers who feel they have experienced sexual misconduct, discrimination, harassment, bullying or microaggressions the ability to report anonymously. The user has a choice about whether to report immediately or to file a conditional report with the participating organization. If a user makes a conditional report, if (and only if) other people also file a complaint about the same aggressor with the participating organization, the user will be notified and can decide whether to release their identity and participate in the organization's investigation. Other components of the platform include two-way anonymous messaging, which workers can use to raise any concern and ask questions about process and instructions on how to create a time-stamped record, regardless of whether an organization is participating in the platform.

2. Bystander Intervention Training

Many respondents who reported experiencing workplace misconduct reported that more than one person was present at the time of the event. One way to combat the culture of silence around reporting these incidents is to train workers how to intervene. Bystander training may play a significant role in reducing rates of violence, empowering communities and increasing the likelihood of reporting and intervention in entertainment. The Hollywood Commission is piloting bystander training with 450 entertainment workers. The pilots will include a virtual reality training, a web-based training, and six workshops tailored to the entertainment industry.

References

[1] National Academies of Sciences, Engineering, and Medicine 2018. Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine. Washington, DC: The National Academies Press.

[2] Id. (citing Hulin, Fitzgerald, and Drasgow) (1996).

[3] Id.

[4] Id.

[5] EEOC: Select Task Force on the Study of Harassment in the Workplace, Report of Co-Chairs Chai R. Feldblum & Victoria A. Lipnic (June 2016).

[6] Id. (citing Lilia M. Cortina & Vicki J. Magley, Raising Voice, Risking Retaliation: Events Following Interpersonal Mistreatment in the Workplace, 8:4 J. Occupational Health Psychol. 247, 255 (2003).

Appendix B

The Hollywood Survey Report #2: **Bias and Diversity**
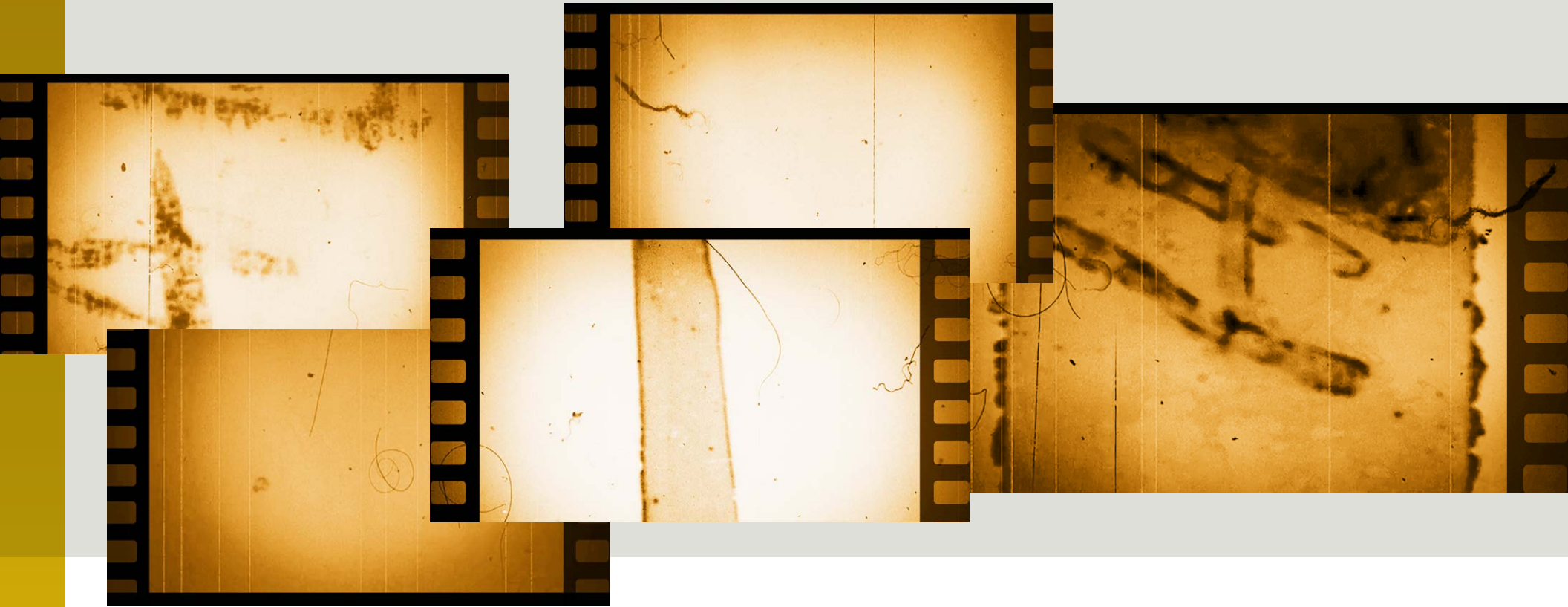
The survey reveals a remarkable gap between the experiences and perceptions of majority men and underrepresented groups.

Those who are underrepresented across the entertainment industry (women/non-binary, people of color, LGBTQ identifying, and individuals with a disability) continue to face significant bias. On average, underrepresented groups reported experiencing two to three times as much bias as majority men.

In addition, less than half of the workers in our survey saw others acting in ways that welcomed and valued diverse voices (49%) or acknowledged the dignity of every person (39%). Again, we saw a gap between majority men and underrepresented groups, with majority men having a more positive view.

Finally, the majority of respondents (68%) believe that there has been moderate to a lot of progress with respect to diversity and inclusion since #MeToo (October 2017). But the view of degree of progress differs substantially by gender identity and race/ethnicity. Majority men have a far more positive perception of progress, as compared to underrepresented groups.

"The discrimination I've encountered and have seen my co-workers encounter are based around race, sexual orientation, and age. Although none of us have had blatant or outright harassment, it's the passive aggressive lack of support or opportunity that causes the most harm."
- Anonymous Survey Respondent

BIAS IN THE WORKPLACE

To understand the frequency and impact of a range of experiences that may send a message that a worker is not credible, won't succeed or is not welcome, we asked survey respondents about how often someone from work or related to work:

1. Stated or implied that you were not capable of certain kinds of work?

2. Denied you opportunities given to others in similar circumstances?

3. Withheld information or excluded you from work-related events?

4. Unfairly criticized your job performance?

5. Implied that you were only in your position because of the need to diversify and not your talent?

GENDER IDENTITY

Across the entertainment industry, women of all backgrounds reported experiencing notably more biased behaviors than men.

"Often" or "Very Often"

20%

0%

| 10% 5% | 18% 10% | 15% 8% | 10% 5% | 5% 2% |
| Stated or implied that you are not capable of certain kinds of work? | Denied you opportunities given to others in similar circumstances? | Withheld information or excluded you from work-related events? | Unfairly criticized your job performance? | Implied you were only in position because of the need to diversify and not your talent? |

🔴 *Women*   🟢 *Men*

"There is still systemic sexism and racism within the entertainment industry that affects all women and minorities in the workplace - sometimes in large ways but most often in smaller, day-to-day encounters and opportunities."
– Anonymous Survey Respondent

RACE/ETHNICITY AND GENDER IDENTITY

Women were roughly twice as likely as their male demographic counterpart to report experiencing every form of biased or unfair behavior often or very often.

- Among women, Black women and Bi- or Multi-Racial women reported higher rates of biased or unfair behavior than White women or women of Hispanic, Latino or Spanish origin. In particular, 30% of Bi-/Multi-Racial women reported being denied opportunities given to others in similar circumstances often or very often, compared to 16% of white women. Eleven percent of Black and Bi-/Multi-racial women say it was implied they were token hires often or very often – over three times as often as White women.

- Among men of different demographic groups, there were fewer differences. For example, with respect to being denied opportunities given to others in similar circumstances fell between 11% for Hispanic, Latino or Spanish origin men and 9% for White men. However, 7% of Black or African American men and 3% of men of Hispanic, Latino or Spanish origins were told often or very often that they were token hires.

Often + Very Often

Female   Male

30%

Stated or implied that you are not capable of certain kinds of work

13%
12%
12%
9%
7%
4%
4%

Female   Male

30%

Denied you opportunities given to others in similar circumstances

30%
22%
19%
16%
12%
11%
9%

Female   Male

30%

Withheld information or excluded you from work-related events

19%
18%
15%
14%
11%
7%
7%

Female   Male

30%

Unfairly criticized your job performance

12%
11%
10%
9%
5%
4%
4%

Female   Male

30%

Implied you were only in position because of the need to diversify and not your talent

11%
11%
7%
3%
7%
3%
1%

*Bi-/Multi-racial men n-size too small to draw conclusions

● WHITE   ● HISPANIC, LATINO OR SPANISH ORIGIN   ● BLACK OR AFRICAN AMERICAN   ● BI-/MULTI-RACIAL*

LGBTQ IDENTIFICATION

Individuals who identified as bisexual or preferred to self-describe were slightly more likely to report all forms of biased or unfair behavior.

INDIVIDUALS WITH A DISABILITY

Individuals with a disability were roughly twice as likely to report all forms of biased or unfair behavior than individuals without a disability.

PRIMARY AREA OF WORK

There were fewer differences in experiences based on primary area of work. However, those working in corporate positions or talent representation reported slightly more negative experiences.

UNION AND GUILD MEMBERS VS. NON-UNION MEMBERS

Non-union status was also a significant predictor of workplace experience, with non-union members roughly twice as likely as their union or guild counterparts to report experiencing all forms of biased or unfair behaviors.

PERPETRATION

Among those who reported discrimination as the worst or most serious experience, the majority of individuals engaging in biased behaviors were in a position to influence who gets a job (64%), ability to keep a job (62%), and reputation in the industry (60%).

REPORTING

As we noted in our Report #1: Accountability, when people see that a grievance system isn't warding off bad behavior, they may become less likely to speak up. Employee surveys show most people don't report discrimination and workers in the entertainment industry aren't speaking up about biased behavior.

Among those who said biased conduct was the worst experience:

REPORTING TO COMPANY

SUPERVISOR:
22%

HUMAN RESOURCES:
10%

LEGAL, COMPLIANCE. OR ETHICS DEPARTMENT:
4%

"When you are already having to work harder to have equal access to opportunities it is natural to worry about rocking the boat by complaining will make your co-workers that much less likely to share information, alert you to opportunities, or bring you onboard projects."

- Anonymous Survey Respondent

Most workers in our sample did not believe the entertainment industry values and embraces diversity and difference. We asked respondents how often they observed people in the entertainment industry:
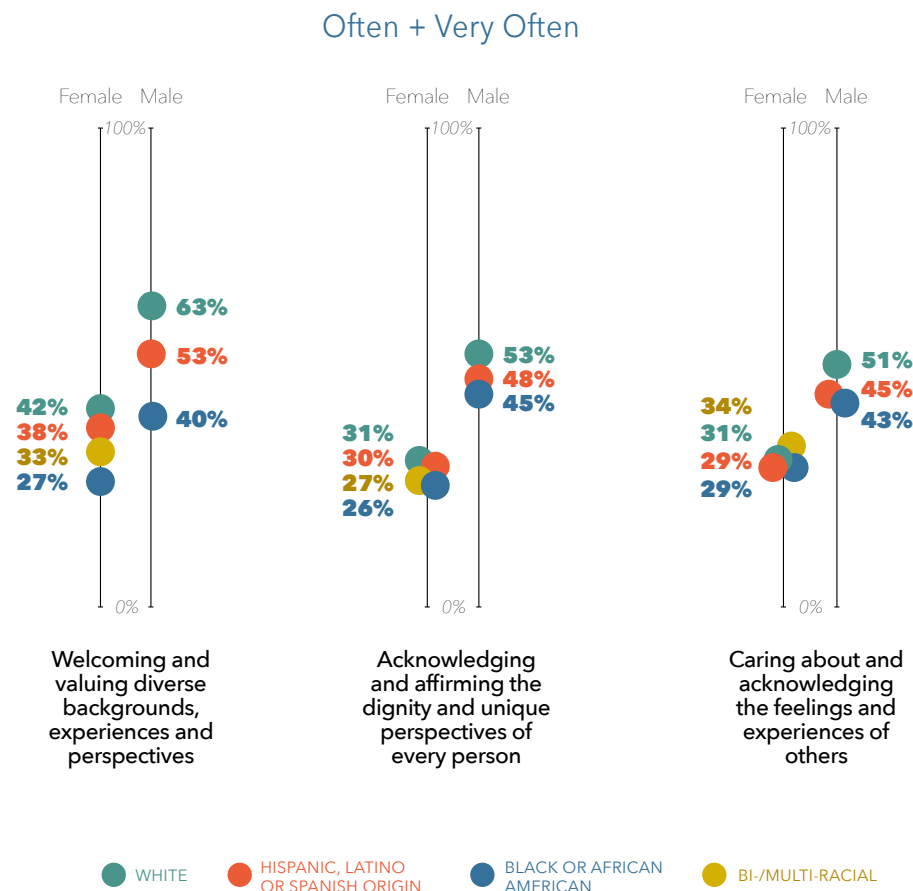
1. Welcoming and valuing diverse backgrounds, experiences and perspectives (49%)

2. Acknowledging & affirming the dignity and unique perspectives of every person (39%)

3. Caring about and acknowledging the feelings and experiences of others (39%).

We again saw notable differences across demographic groups.

- Men had a considerably more positive view than women

  - Welcoming and valuing diverse backgrounds (men, 61%; women, 39%)

  - Acknowledging and affirming the dignity and unique perspectives of every person (men, 50%; women, 30%)

  - Caring about and acknowledging the feeling and experiences of others (men, 50%; women, 31%).

- There were also significant differences across race, ethnicity, and gender. For example, 63% of white men said they saw people in the industry welcoming and valuing diverse backgrounds, experiences, and perspectives often or very often, compared with 42% of White women and only 27% of Black women.

RACE/ETHNICITY & GENDER

Men have a far more positive view of the extent to which the entertainment industry values diversity and inclusion than do women.

Often + Very Often

Welcoming and valuing diverse backgrounds, experiences and perspectives

Female: 42% (White), 38% (Hispanic, Latino or Spanish Origin), 33% (Bi-/Multi-racial), 27% (Black or African American)
Male: 63% (White), 53% (Hispanic, Latino or Spanish Origin), 40% (Black or African American)

Acknowledging and affirming the dignity and unique perspectives of every person

Female: 31% (White), 30% (Hispanic), 27% (Bi-/Multi-racial), 26% (Black)
Male: 53% (White), 48% (Hispanic), 45% (Black)

Caring about and acknowledging the feelings and experiences of others

Female: 34% (White), 31% (Bi-/Multi-racial), 29% (Hispanic), 29% (Black)
Male: 51% (White), 45% (Hispanic), 43% (Black)

● WHITE ● HISPANIC, LATINO OR SPANISH ORIGIN ● BLACK OR AFRICAN AMERICAN ● BI-/MULTI-RACIAL

We asked workers what degree of progress had been made in the entertainment industry since #MeToo (October 2017) in welcoming and valuing diverse backgrounds, experiences and perspectives.

The majority of our sample (68%) saw moderate to a lot of progress in welcoming and valuing diverse backgrounds, experiences, and perspectives. There was little perceived difference in the degree of progress based on respondents' primary area of work. Those working in talent representation or in a corporate position perceived the least amount of progress, while those working in live theater perceived the most.

But there were notable differences in the perceived degree of progress across demographic groups.

- Men had an overwhelmingly positive view of the degree of progress. Over 75% of men saw progress in welcoming and valuing diverse backgrounds, compared with 63% of women.

- White men had the most positive view of progress made (78%) in welcoming and valuing diverse backgrounds, compared with 50% of Bi-/Multi-Racial women and 47% of Black or African American women.

- Fifty-nine percent of individuals with a disability saw progress in welcoming and valuing diverse backgrounds, compared to 69% of individuals without a disability.

- Individuals who identified as heterosexual or gay or lesbian had a more positive view of progress made in welcoming and valuing diverse backgrounds (70% and 66% respectively), compared with 60% of individuals who identified as bisexual and 56% of those who preferred to self-describe.

- Those respondents who were between the ages of 18 and 29 reported the most bias in the 12 months before taking the survey.

"We are still falling short in mental health and physical disabilities. Many don't know their rights and our industry doesn't seem to know what to do with those affected by such disadvantages."
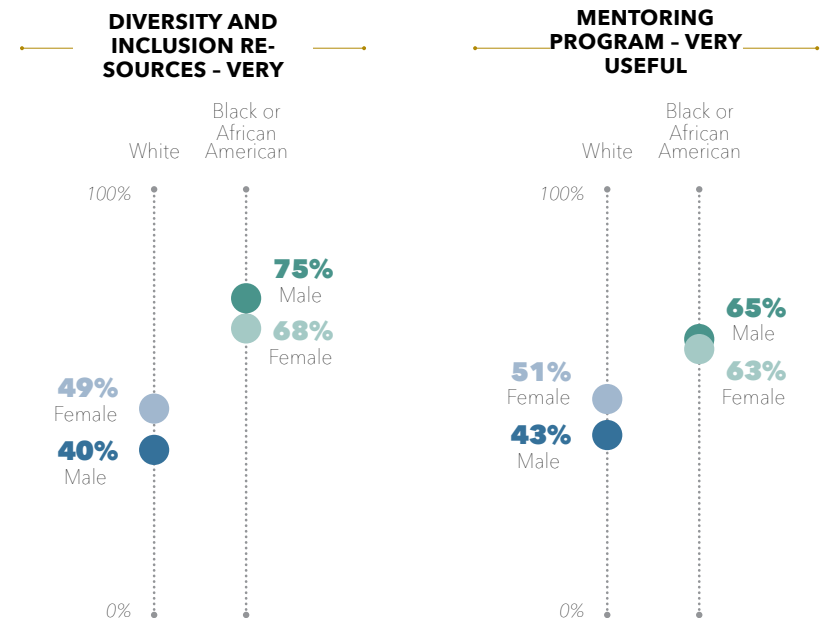*- Anonymous Survey Respondent*

NEW RESOURCES

When asked which of the following resources would be somewhat or very useful, workers asked for the following: (1) Mentoring programs (87%) and (2) Resources on diversity and inclusion (88%).

> *"We need nuanced approaches to complex problems and any standardized approach will inevitably be implemented carelessly for the purpose of box checking or providing cover for a company. No minority wants to feel like a token and no straight white male wants to be turned away and told point blank it's because of gender and race. We have to do better than that and many of us hope that we will."*
>
> *- Anonymous Survey Respondent*

Notably, the view of the resources that would be very useful varied tremendously based on race/ethnicity. Specifically, while just under half of White women thought resources on diversity and inclusion would be very useful, 68% of Black or African American women said they'd be very useful. And while well less than half (40%) of White men thought resources on diversity and inclusion would be very useful, compared with 75% of Black or African American men. A similar discrepancy surfaced with respect to mentoring programs: (1) Just over 50% of White women felt a mentoring program would be very useful, compared with 63% of Black African American women and (2) Well less than half (43%) of White men thought a mentoring program would be very useful, compared with 65% of Black or African American men.

DIVERSITY AND INCLUSION RESOURCES – VERY

White
Black or African American

100%
75% Male
68% Female
49% Female
40% Male
0%

MENTORING PROGRAM – VERY USEFUL

White
Black or African American

100%
65% Male
51% Female
63% Female
43% Male
0%

Responses and Recommendations

Writers, producers and animators, among others, responded to the killings of George Floyd and Breonna Taylor by calling on the industry to do a better job of addressing bias. In open letters, they pointed out the career challenges that underrepresented groups experience and the dearth of content that reflects the experiences of the diverse audiences who consume industry products. Their unapologetic reports raised awareness of the disadvantages Black and Brown people face in the entertainment workforce. This racial accounting complements the gender equality demands that #MeToo and #TimesUp began three years ago.

Hollywood's answer to the data on bias, as well as related diversity and inclusion, must reflect greater awareness of how bias exists – and accountability for eliminating it. As the industry seeks to become much more diverse and representative – to develop systems that work much harder to hire, retain, and promote all workers – it must reflect an awareness of the challenges and barriers underrepresented workers face and the value that equality adds to the industry.

HOLLYWOOD COMMISSION RESOURCES

Build awareness and tools to address bias

- The Hollywood Commission is piloting bystander training to address harassment and bias with 450 entertainment workers. The pilots will include a virtual reality training, a web-based training, and six workshops tailored to the entertainment industry. Bystander intervention training teaches employees effective strategies on how to address and intervene when they witness bad behaviors, including microaggressions, taking place. Equipping employees with the tools to tackle hostile behaviors can help foster greater inclusion and belonging

Polices and practice

In addition to a model policy to promote safe, equitable, and harassment-free workplaces, the Hollywood Commission will:

- Establish model best practice standards for hiring, promotion, and retention of diverse workforces
- Offer programming on accuracy in diverse content and portrayal of underrepresented groups historically and today.

RECOMMENDATIONS FOR ENTERTAINMENT INDUSTRY

Establish organizational commitment to and accountability for bias, diversity and inclusion

- Review employment policies and procedures for their negative impact on individuals from underrepresented groups.
- Implement performance evaluations that include addressing bias and fostering diversity and inclusion in the workforce and, where appropriate to the position, in content.
- Support mentorship, sponsorship and career coaching programs within organizations or through third parties.
- To foster shared awareness, invest in industry training options to include implicit bias training that empowers bystanders and addresses microaggressions along with the violations of hiring and promotion standards.

Appendix C

The Hollywood Survey Report #3: **Abusive Conduct**
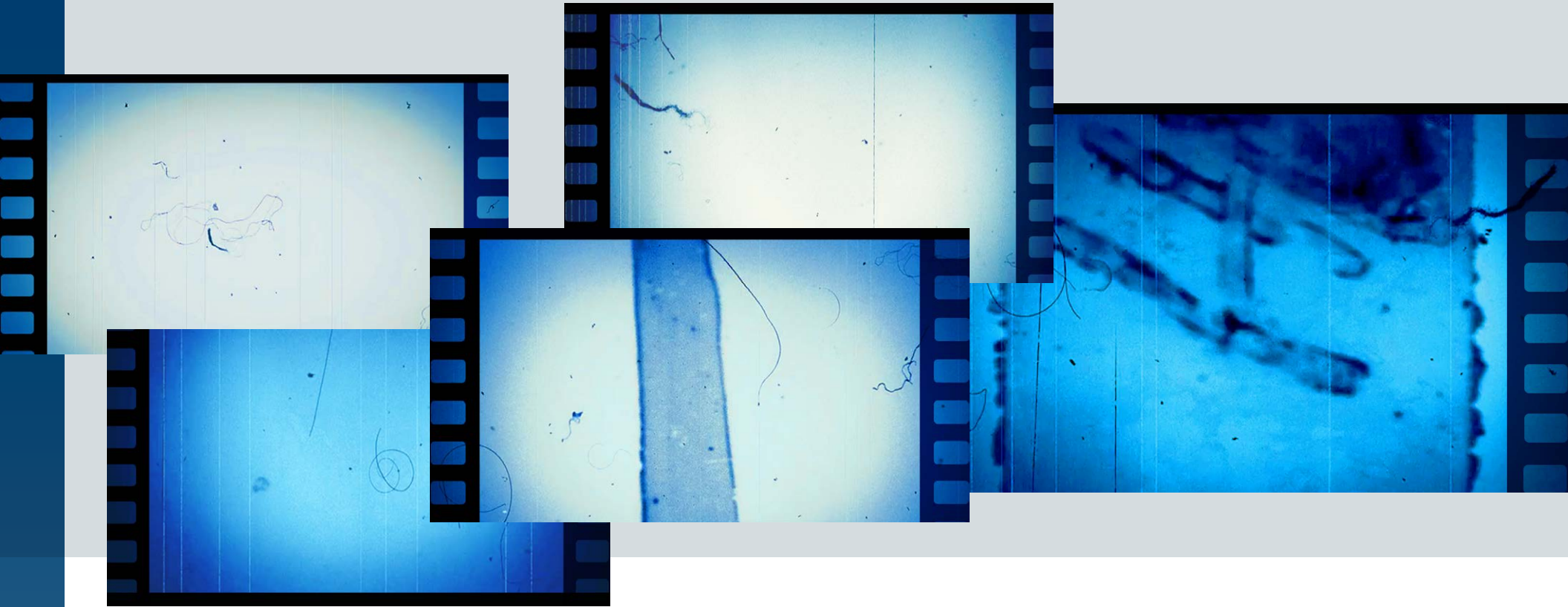
The survey confirms common knowledge: that rather than being anecdotal, isolated incidents, abusive conduct is endemic in Hollywood.

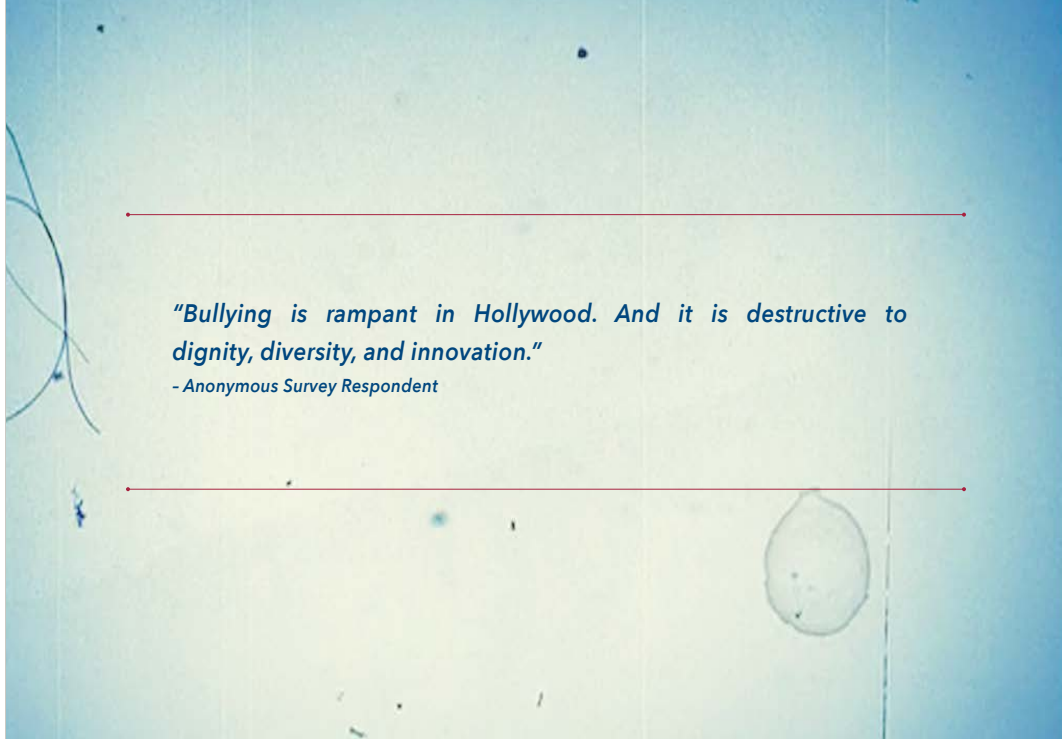Respondents saw moderate to a lot of progress (65%) in promoting respect since October 2017. This view is somewhat less positive than as to welcoming and valuing diverse backgrounds, experiences and perspectives (68%) or preventing harassment (69%) since October 2017. There was also a substantial difference related to the age and gender identity of respondents, with females under the age of 39 reporting the least positive view of progress (55%), compared to nearly 80% of males 65 and older.

Younger workers (those who were aged 40 or younger), females, and individuals with a disability were more likely to indicate they experienced abusive conduct. Females were twice as likely as males to report bullying and individuals with a disability were twice as likely as those without a disability to report bullying.

Workers who were bullied were somewhat more likely to share the experience with management personnel than what was documented in other reports. However, the views on progress suggest that this increase in reporting has not necessarily led to a substantial reduction in bullying behavior.

"Bullying is rampant in Hollywood. And it is destructive to dignity, diversity, and innovation."
- Anonymous Survey Respondent

The entertainment industry is replete with stories of abusive and toxic work environments – created by powerful bullies barking, swearing and calling people 'idiots' without regard for the humiliation or embarrassment of it happening in front of peers.

The entertainment industry is, unfortunately, a breeding ground for bullies who are typically highly ambitious, opportunistic, combative, powerful and competitive. Long excused as "just the way things are," bullies often occupy leadership positions and set the tone for everyone else.
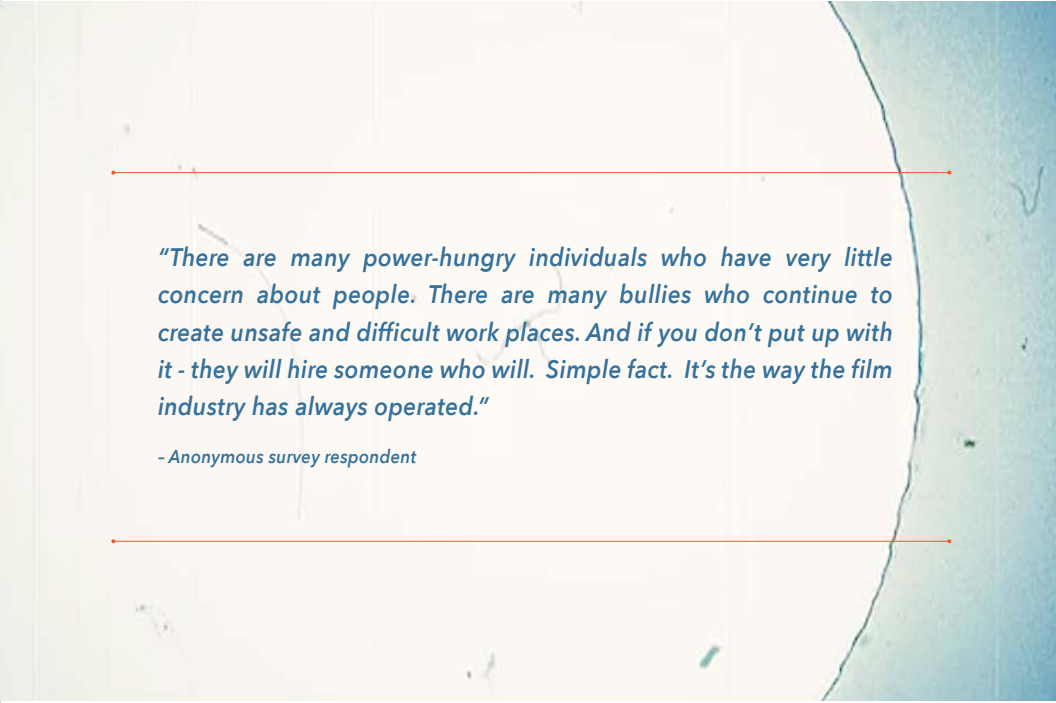
But there are good reasons to stop treating abusive workplace conduct as a condition of ongoing employment. Workplace bullying has a devastating influence on the emotional well-being of the victim or target. Employers also pay a price for bullying in the form of lost productivity, increased absenteeism, rising health insurance costs and higher employee turnover.

Establishing a culture of respect is also a key component to preventing sexual harassment. Sexual harassment often takes place against a backdrop of incivility – in other words, in an environment of generalized disrespect. This is especially true for gender harassment, because when it occurs, it is virtually always in environments with high rates of uncivil conduct.[1]

Bullying is generally defined as unwelcome behavior that occurs over a period of time and is often directed at someone who is powerless to respond. A single act usually isn't abusive, unless it is especially severe or egregious. Any person can suffer abusive conduct regardless of whether or not they belong to a protected class. On the other hand, abusive conduct based on a protected characteristic – such as gender, age, or race – often constitutes harassment or discrimination in legal terms.

We asked respondents about:

1. Progress in promoting respect

2. Abuse in the workplace.

"There are many power-hungry individuals who have very little concern about people. There are many bullies who continue to create unsafe and difficult work places. And if you don't put up with it - they will hire someone who will. Simple fact. It's the way the film industry has always operated."

– Anonymous survey respondent

We asked respondents what degree of progress has been made in the entertainment industry since the start of the #MeToo movement in promoting respect. The majority of respondents – 65% – saw moderate to a lot of progress. But females saw less progress (59%), compared with a strong majority of 74% of males. Those working in talent representation saw the least amount of progress (53%), while those working in theater saw the most (72%).

Union and guild members saw more progress than non-union members. Male union or guild members had a strongly positive view of the progress made in promoting respect (75%), compared with 62% of female union or guild members. Among non-union members, 66% of males saw moderate or a lot of progress, compared to just over half of non-union females (51%).

"I'm tired of working for assholes, and assholes covering for other assholes, and assholes enabling assholes. I just wanted to work in this industry to tell stories and collaborate with other creative people."
- Anonymous Survey Respondent

PROMOTING RESPECT BY AGE AND GENDER

The view of progress made in promoting respect also varied based on age and gender identity, with a positive view of progress increasing with age. Females under the age of 39 had the least positive view (55%), while nearly 80% of males 65 and older believed moderate to a lot of progress has been made in promoting respect (79%).

"Moderate" to "A Lot" of Progress

	24-29	30-39	40-49	50-64	65-74
Female	55%	55%	59%	63%	68%
Male	64%	69%	72%	77%	79%

● Female   ● Male
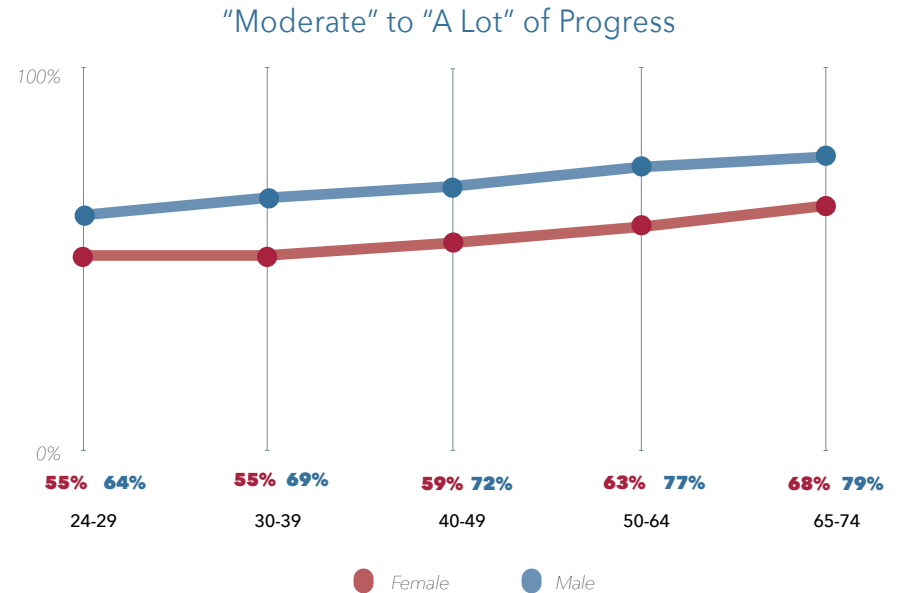
POWER AND PROGRESS

Those employees who have the least power saw the least amount of progress. Less than half of those working in positions with little power believed moderate to a lot of progress had been made in promoting respect. For example, only 43% of executive assistants saw progress – with 45% seeing minimal progress.

ABUSIVE CONDUCT

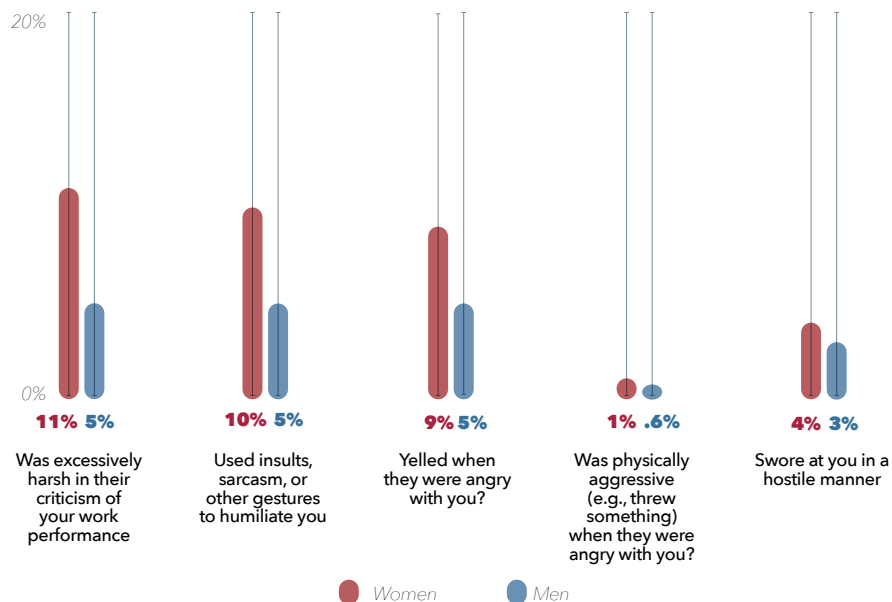We asked survey respondents, "During the past 12 months how often have you been in a situation where someone from work or related to work [never to very often]:

1. Was excessively harsh in their criticism of your work performance?

2. Used insults, sarcasm, or other gestures to humiliate you?

3. Yelled when they were angry with you?

4. Was physically aggressive (e.g., threw something) when they were angry with you?

5. Swore at you in a hostile manner?"

GENDER IDENTITY

Females were twice as likely as males to report experiencing abusive workplace conduct often or very often.

Often or Very Often By Gender Identity

	11% 5%	**10% 5%**	**9% 5%**	**1% .6%**	**4% 3%**
	Was excessively harsh in their criticism of your work performance	Used insults, sarcasm, or other gestures to humiliate you	Yelled when they were angry with you?	Was physically aggressive (e.g., threw something) when they were angry with you?	Swore at you in a hostile manner

Women   Men

SEXUAL ORIENTATION

There was little difference reported based on sexual orientation.

AGE

Younger workers were also far more likely to report every form of bullying often or very often, with the reported rates decreasing steadily with age.

Often + Very Often By Age
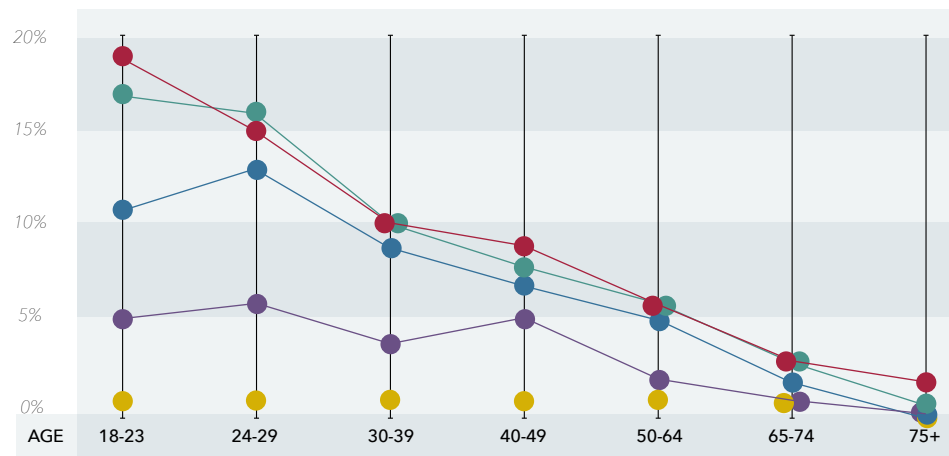
| AGE | 18-23 | 24-29 | 30-39 | 40-49 | 50-64 | 65-74 | 75+ |

Was excessively harsh in their criticism of your work performance

Used insults, sarcasm, or other gestures to humiliate you

Yelled when they were angry with you?

Was physically aggressive (e.g., threw something) when they were angry with you?

Swore at you in a hostile manner

INDIVIDUALS WITH A DISABILITY

Individuals with a disability were roughly twice as likely as individuals without a disability to report all forms abusive workplace.

"I was told that 'it's not illegal to be an asshole.' Thereby giving people in charge get out of jail free cards to yell as much as they want, curse as much as they want, and call you names as much as they want."
- Anonymous Survey Respondent

RACE/ETHNICITY AND GENDER

There was little reported difference across race/ethnicity and gender.

Often + Very Often

Was excessively harsh in their criticism of your work performance

Female: 12%, 11%, 10%, 10%
Male: 7%, 5%, 2%

Used insults, sarcasm, or other gestures to humiliate you

Female: 13%, 11%, 10%, 9%
Male: 7%, 5%, 3%

Yelled when they were angry with you?

Female: 12%, 11%, 9%, 8%
Male: 6%, 5%, 3%

Was physically aggressive (e.g., threw something) when they were angry with you?

Female: 1%, 1%, 0.7%, 0.2%
Male: 0.6%, 0.6%, 0%

Swore at you in a hostile manner

Female: 6%, 4%, 4%, 4%
Male: 6%, 3%, 0%
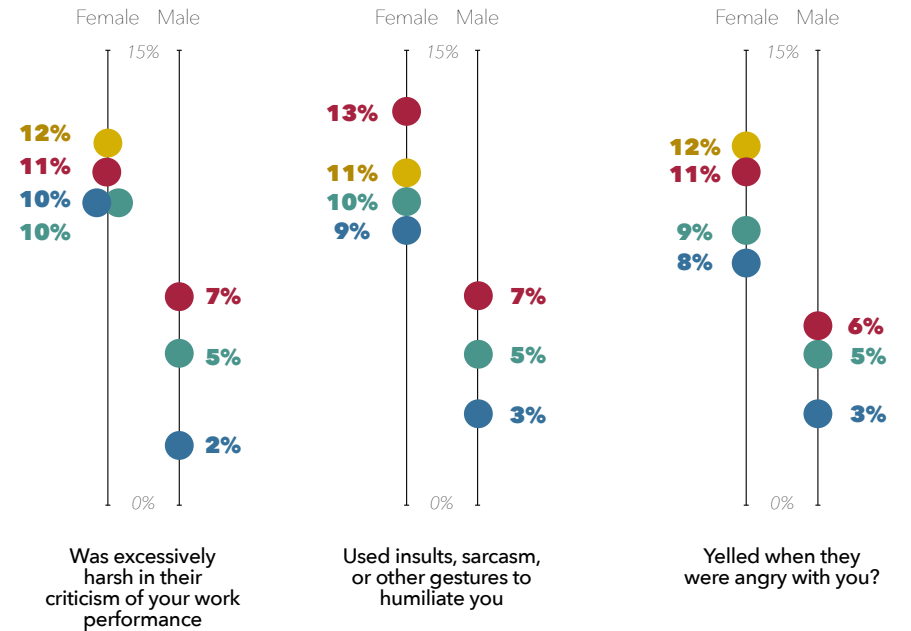
● WHITE

● HISPANIC, LATINO OR SPANISH ORIGIN

● BLACK OR AFRICAN AMERICAN

● BI-/MULTI-RACIAL*

Bi-/Multi-racial men n-size too small to draw conclusions

PRIMARY AREAS OF WORK

In our sample, talent representation and corporate had higher proportions of females and younger workers respond. This data corresponds closely with reports of higher rates of bullying by the age and gender identity of the worker and may not reflect a substantial difference in workplace culture.

Often + Very Often
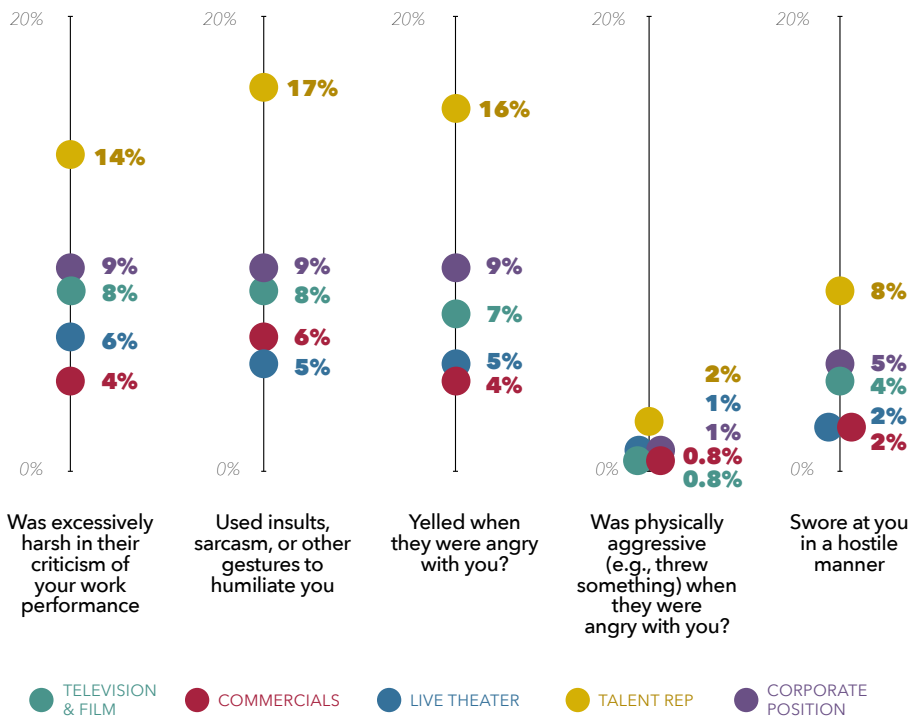

Was excessively harsh in their criticism of your work performance: TALENT REP 14%, CORPORATE POSITION 9%, TELEVISION & FILM 8%, LIVE THEATER 6%, COMMERCIALS 4%

Used insults, sarcasm, or other gestures to humiliate you: TALENT REP 17%, CORPORATE POSITION 9%, TELEVISION & FILM 8%, COMMERCIALS 6%, LIVE THEATER 5%

Yelled when they were angry with you?: TALENT REP 16%, CORPORATE POSITION 9%, TELEVISION & FILM 7%, LIVE THEATER 5%, COMMERCIALS 4%

Was physically aggressive (e.g., threw something) when they were angry with you?: TALENT REP 2%, CORPORATE POSITION 1%, TELEVISION & FILM 1%, LIVE THEATER 0.8%, COMMERCIALS 0.8%

Swore at you in a hostile manner: TALENT REP 8%, CORPORATE POSITION 5%, TELEVISION & FILM 4%, LIVE THEATER 2%, COMMERCIALS 2%

Legend:
- TELEVISION & FILM
- COMMERCIALS
- LIVE THEATER
- TALENT REP
- CORPORATE POSITION

UNION

Non-union members were twice as likely to report all bullying behaviors.
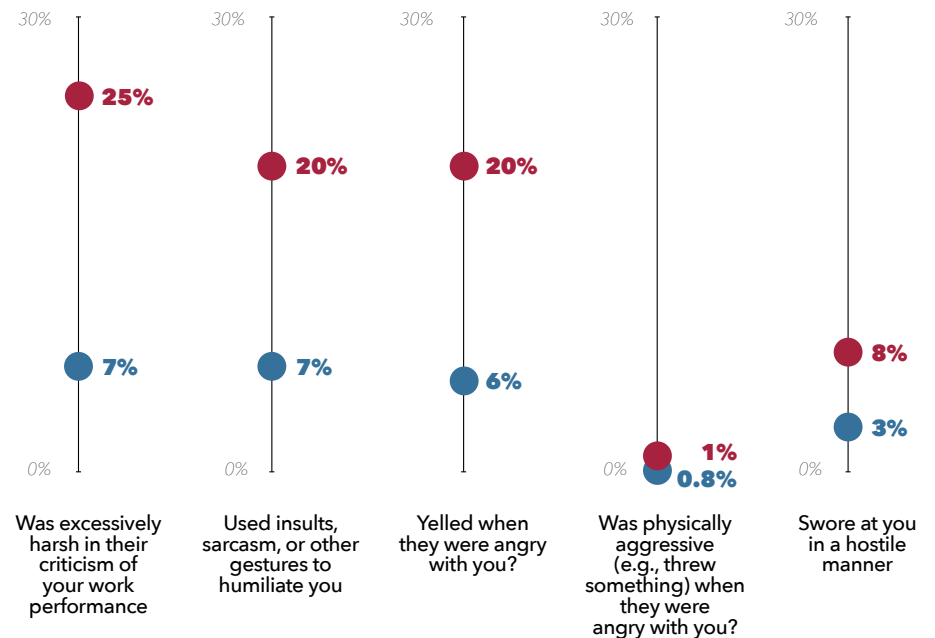

"I know so many assistants who are in therapy and have diagnosed PTSD and anxiety disorders because of the abuse they endure on a daily basis. The power dynamics are horrible, and it is accepted 'Hollywood' behavior to manipulate and abuse assistants."
- Anonymous Survey Respondent

ASSISTANTS

That bullying frequently involves an abuse of power was quite evident in the treatment of assistants (production, executive, writer's room, personal and composer's assistants). In our sample, the strong majority of assistants identified as female (73%) and of those females, 99% were under the age of 40. Among this population, the reported rates of abuse were staggeringly high: roughly two to three times higher than the overall sample.

Often + Very Often

Was excessively harsh in their criticism of your work performance: ASSISTANTS 25%, ALL OTHERS 7%

Used insults, sarcasm, or other gestures to humiliate you: ASSISTANTS 20%, ALL OTHERS 7%

Yelled when they were angry with you?: ASSISTANTS 20%, ALL OTHERS 6%

Was physically aggressive (e.g., threw something) when they were angry with you?: ASSISTANTS 1%, ALL OTHERS 0.8%

Swore at you in a hostile manner: ASSISTANTS 8%, ALL OTHERS 3%

Legend:
- ASSISTANTS
- ALL OTHERS

PERPETRATORS

While aggressors can be at any level of an organization, they are most often in a supervisory position.

Among those who reported bullying as the most serious or worst experience, workers reported the aggressors were someone who could influence their ability to get a job (55%), ability to keep a job (68%), or reputation in the industry (64%).

Notably, these percentages jumped for assistants: 77% could influence their ability to get a job, 81% could influence the ability to keep a job, and 78% could influence reputation in the industry.

REPORTING

As we noted in our Report #1: Accountability, when people see that a grievance system isn't warding off bad behavior, they may become less likely to speak up.

Among those who said bullying conduct was the worst experience:

REPORTING TO COMPANY

SUPERVISOR:
31%

HUMAN RESOURCES:
11%

LEGAL, COMPLIANCE. OR ETHICS DEPARTMENT:
3%
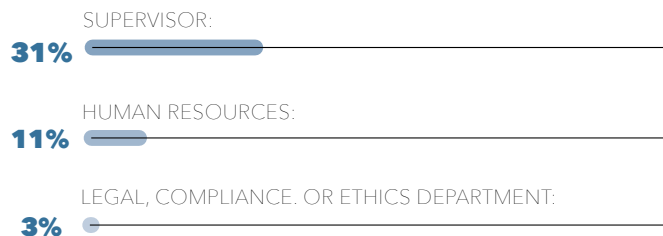
"Workplace bullying is extremely common in the entertainment industry. Females are the most vicious, but I have been bullied most often by males, including inferiors, peers and superiors."
- Anonymous Survey Respondent

NEW RESOURCES

When asked which of the following resources would be somewhat or very useful, workers who reported bullying as their worst or most serious experience identified the following: (1) Resources to help individuals understand reporting options (94%), (2) Technology for victims to create a time-stamped record of what happened (93%), (3) Helpline/hotline for crisis intervention (93%), (4) Standardized definitions for prohiibted behviors (91%) and (5) Education and training on bystander intervention (91%).

Responses and Recommendations

In both production and corporate settings, workplace bullying is one of the most-reported types of misconduct. But it also remains one of the least understood behaviors – what it is, what it isn't, and how to manage it. These challenges – and the need to address them authentically and comprehensively – are particularly magnified due to the stressors unique to the production context. Like harassment and bias, the keys to ending bullying are accountability and awareness.

HOLLYWOOD COMMISSION RESOURCES

Bystander Intervention

When abusive conduct occurred, bystanders were present 69% of the time. The Hollywood Commission is conducting bystander training to address harassment and bullying with 450 entertainment workers. The training will include a virtual reality training, a web-based training, and six workshops tailored to the entertainment industry -- two for television supervisors (directors, producers, and showrunners), two for film (directors, producers, UPMs) one for casting directors, and one for production workers. Bystander intervention training teaches employees how to identify bullying or aggressive behaviors. Employees learn both

direct and indirect intervention strategies to support a victim of bullying and are empowered to intervene when appropriate. Equipping employees with the tools to intervene creates a sense of shared responsibility to keep negative conduct in the workplace from being normalized.

Workshops

The Hollywood Commission is also conducting interactive workshops to address and manage bullying. The workshops will (1) review industry-specific issues concerning supervisor-subordinate and peer-to-peer bullying behaviors, (2) provide answers on how to identify bullying, and (3) how to respond to this type of destructive conduct.

RECOMMENDATIONS FOR ENTERTAINMENT INDUSTRY

Insist on accountability for bullying

Because abusive conduct is not illegal, many companies and productions do not prohibit it in their codes of conduct or policies – making it more difficult to hold bullies accountable for their conduct – even though California now requires certain employers to deliver training on the prevention of abusive conduct. **In addition to complying with the law, the Hollywood Commission recommends that industry companies:**

- **Strengthen statements on bullying in codes of conduct** Define bullying in clear terms that do not require the employer to demonstrate the intent of the abuser – but are instead based on objectively observable behaviors.

- **Establish policy and processes to address bullying complaints** If bullying does occur, recognize the behavior and act on it early – in other words, don't wait to address problematic conduct until it has been repeated or has occurred over a prolonged period of time. Ensure the grievance process is fair and timely.

- **Adopt Hollywood Commission Bystander training or establish their own.**

REFERENCES

1   National Academies of Sciences, Engineering, and Medicine 2018. Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine. Washington, DC: The National Academies Press.

2   "Hollywood Diversity Report 2018: Five Years of Progress and Missed Opportunities," UCLA College (2018).

3   WGAW Inclusion Report Card 2017-19 TV Staffing Season; "Inclusion in the Director's Chair: Gender, Race & Age of Directors Across 1,200 Top Films from 2007 to 2019," Dr. Stacy L. Smith, Marc Choueiti, Angel Choi & Dr. Katherine Pieper (Annenberg Foundation and USC Annenberg Inclusion Initiative (Jan. 2019)); "Inclusion in the Director's Chair: Analysis of Director Gender & Race/Ethnicity Across 1,300 Top Films from 2007 to 2019," Dr. Stacy L. Smith, Marc Choueiti, Kevin Yao, Hannah Clark & Dr.Katherine Pieper (Annenberg Foundation & USC Annenberg Inclusion Initiative (January 2020)); The Visibility Report, Asian American Performers Action Coalition (2017-18); Actors' Equity Fund Study (2017); WGAW 2020 Inclusion Report.

4   "Diversity Matters," Vivian Hunt, Dennis Layton, & Sara Prince (McKinsey & Company (Feb. 2, 2015))

5   Hidden bias differs from discrimination in that in the majority of cases, discrimination must involve the conscious action of excluding or restricting members of one group from opportunities based on demographic characteristics of race, class, gender, sexual orientation, disability status, among others. In legal discrimination cases, with limited exception, intent to engage in a discriminatory act must be proven. "The Tilted Playing Field: Hidden Bias in Information Technology Workplaces," Level Playing Field Institute (Sept. 2011)

Appendix D

The Hollywood Survey Report #4: **Sexual Harassment and Assault**

THE
HOLLYWOOD
COMMISSION
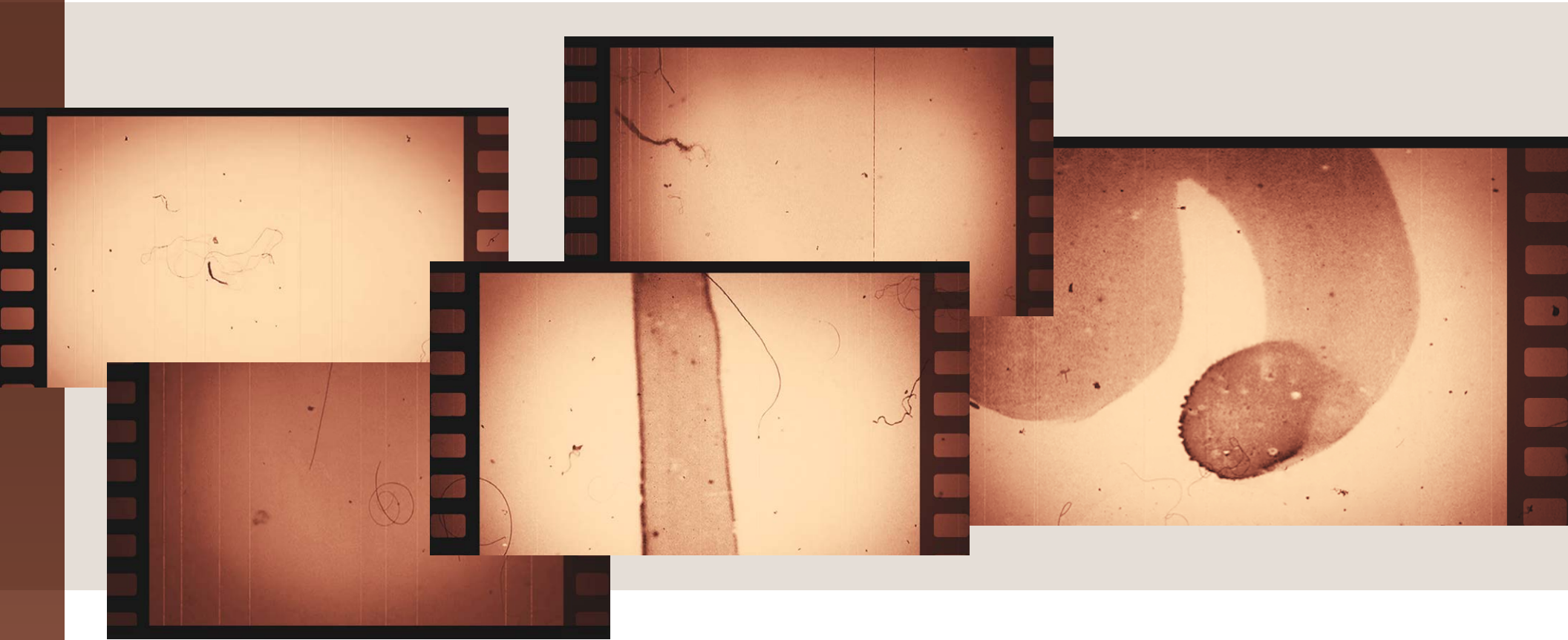
While 69% of workers perceive progress in preventing harassment since #MeToo (October 2017), sexually harassing conduct remains a persistent problem.

Following renewed focus 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. Across the entertainment industry, the following trends emerge:

- Both males and females in Hollywood reported notably high rates of sexually harassing behaviors, including sexual assault.

- Gender harassment (e.g., demeaning jokes or comments based on gender; sexually crude terms and insults) is by far the most common type of harassment. Unwanted sexual attention is the next most common form of sexual harassment, followed by sexual coercion and sexual assault.

- Not only was gender harassment the most common experience, there was little difference based on gender identity: 62% of males and 67% of females reported gender harassment.

- Females experience unwanted sexual attention (42%), sexual coercion (20%) and sexual assault (5%) approximately twice as often as males (22%, 9% and 2%, respectively).

- One in 5 females and one in 10 males reported having ever experienced sexual assault in the workplace.

- There were few differences based on race/ethnicity and gender.

- The more jobs a production worker had in a year, the more sexually harassing behaviors they encountered. Those who worked 10 or more jobs in a 12-month period reported experiencing about twice as much sexual coercion (25%) and assault (5%) as those who worked only one job (11% and 2%, respectively).

- Coworkers and peers engage in gender harassment and unwanted sexual attention more often than do those with power and influence. But those with power and influence were identified as perpetrators of sexual coercion and sexual assault.

"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

Tarana Burke created a "Me Too" movement in 2006 to help victims of sexual harassment and assault. In October 2017, numerous women in Hollywood and across the United States came forward with sexual abuse allegations using #MeToo, showing the sheer magnitude of the problem.

We had no industry-wide data available to provide a benchmark for understanding the victims, perpetrators, and cultures that support misconduct – or a framework for solutions to move forward.

We sought to understand more about:

1. A continuum of gender-related behaviors:

   - Gender harassment (e.g., repeatedly told sexually suggestive stories or jokes that were offensive, offensive remarks about body, appearance or sexual activity)

   - Unwanted sexual attention (e.g., continually asked for dates, drinks, dinner, etc. even after being discouraged)

   - Sexual coercion (e.g., implied promotions and treatment tied to sexual cooperation)

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

2. Male victims of sexually harassing conduct

3. Progress made since #MeToo (October 2017) in preventing harassment.

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

SEXUALLY HARASSING BEHAVIORS

The overwhelming majority of sexually harassing conduct 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.
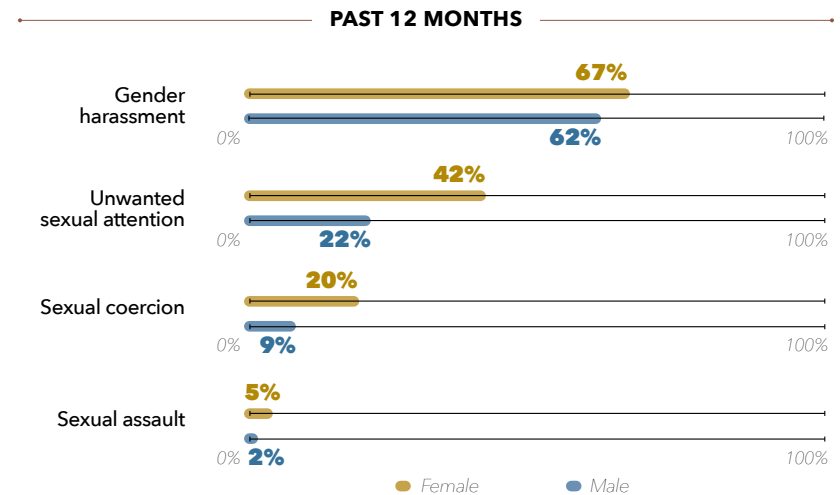
- Long excused as "just locker room talk," **gender harassment** refers to insulting, crude, and degrading comments and attitudes towards members of one gender (e.g., using insults such as "slut" to refer to a female coworker or "pussy" to refer to a male coworker).

- **Unwanted sexual attention** refers to sexual advances. Unlike sexual coercion, it does not include professional rewards or threats to force compliance. Examples include unwanted touching, hugging, stroking, and persistent requests for dates or sexual behavior despite discouragement.

- **Sexual coercion** also refers to sexual advances but makes the conditions of employment or career advancement contingent upon sexual cooperation.

- **Sexual assault** is any type of sexual contact or behavior that occurs without the explicit consent of the recipient.

Sexual coercion and unwanted sexual attention can be viewed as "come-ons," while gender harassment is, for all intents and purposes, a "put-down".

Gender identity

Not only was gender harassment the most common experience, there was little difference based on gender identity: 62% of males and 67% of females reported gender harassment.

However, females reported experiencing twice as much unwanted sexual attention, sexual coercion and sexual assault as males (22%, 9% and 2%, respectively).

PAST 12 MONTHS

Gender harassment
67%
0%   62%   100%

Unwanted sexual attention
42%
0%   22%   100%

Sexual coercion
20%
0%   9%   100%

Sexual assault
5%
0%   2%   100%

● *Female*   ● *Male*

"I have had men in positions of power make comments on my body, touch my breasts, reach up my skirt, expose themselves to me. All uninvited. I have stopped taking one-on-one drinks or business dinners with male colleagues as too often they try to turn it into a date."
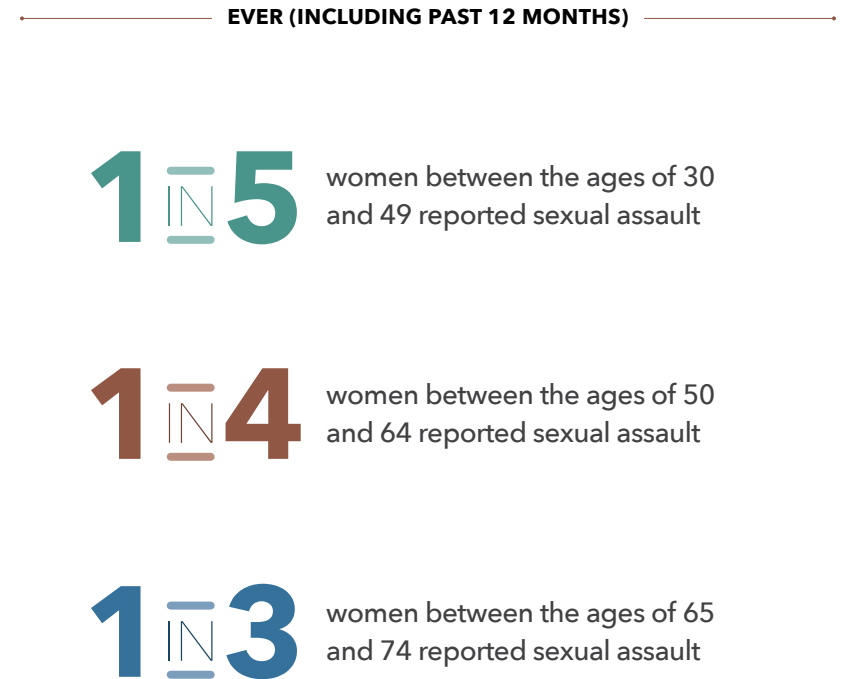*- Anonymous survey respondent*

Gender and Age (Female)

In the 12 months before taking the survey, females between the ages of 24 and 39 years of age reported the highest rates of gender harassment, unwanted sexual attention and sexual coercion. Reported rates of sexual assault within the last 12 months were approximately the same across age (4-5%).
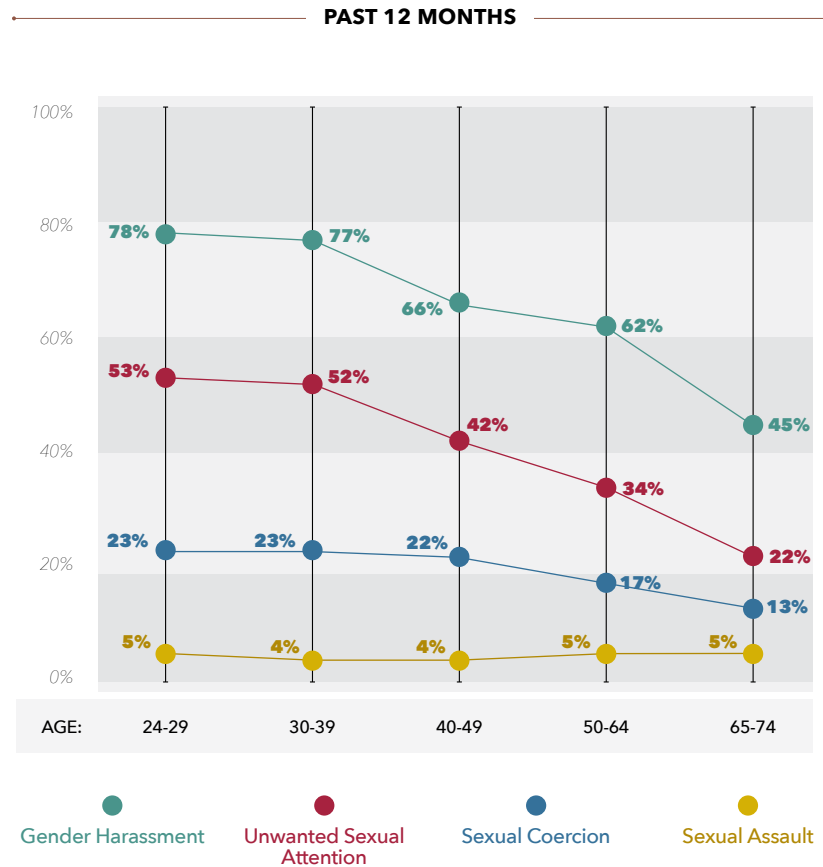
When asked if they had ever experienced conduct in the workplace that would constitute sexual assault, the numbers were disturbing. Overall, 1 in 5 females reported sexual assault in the workplace.

PAST 12 MONTHS

| AGE: | 24-29 | 30-39 | 40-49 | 50-64 | 65-74 |

- Gender Harassment
- Unwanted Sexual Attention
- Sexual Coercion
- Sexual Assault

EVER (INCLUDING PAST 12 MONTHS)

1 IN 5 women between the ages of 30 and 49 reported sexual assault

1 IN 4 women between the ages of 50 and 64 reported sexual assault

1 IN 3 women between the ages of 65 and 74 reported sexual assault

Race/Ethnicity + Gender

There were fewer differences across race/ethnicity and gender, although White females reported slightly higher rates of sexual coercion and Black males reported lower rates of all forms of sexually harassing behaviors. Bi-/Multi-racial females reported the highest rate of unwanted sexual attention (47%) and Black females reported the lowest (41%). 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. Black males reported lower rates of all forms of sexually harassing behaviors than their male counterparts.
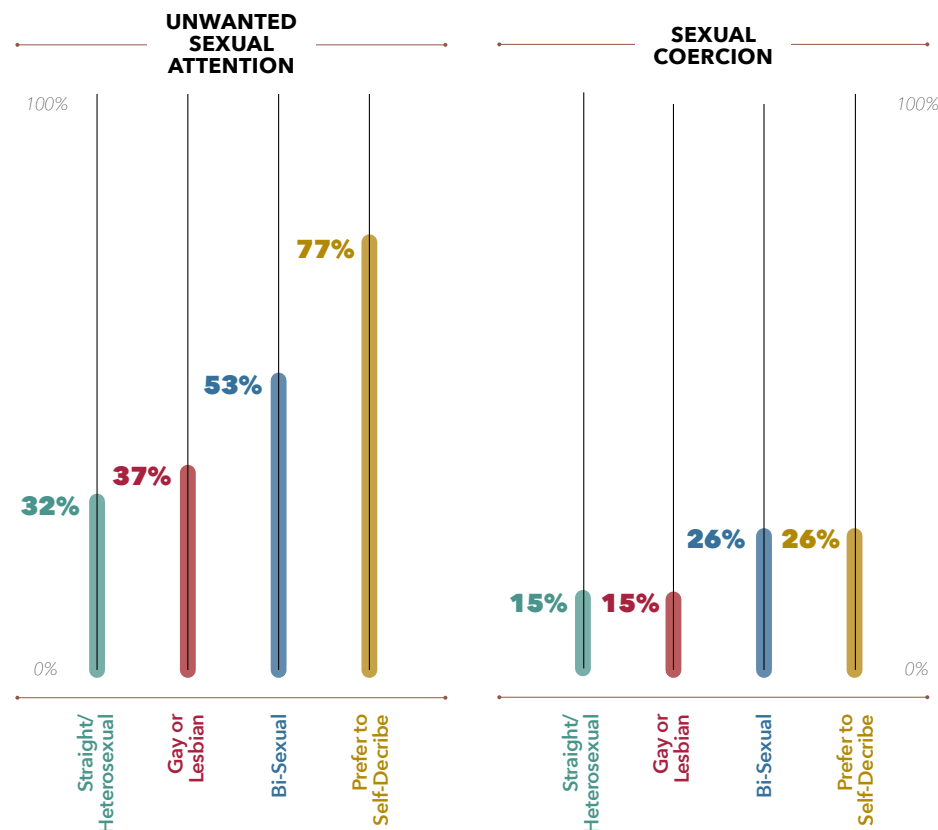
PAST 12 MONTHS

Gender Harassment | Unwanted Sexual Attention | Sexual Coercion | Sexual Assault

Female: 68% / 69% / 68% / 60%
Male: 62% / 61% / 53%
Unwanted Sexual Attention — Female: 44% / 47% / 42% / 41%
Male: 22% / 24% / 16%
Sexual Coercion — Female: 21% / 18% / 16%, Male: 18% / 9% / 10% / 6%
Sexual Assault — Female: 6% / 7% / 4% / 4%, Male: 1% / 2% / 0.5%

Legend:
- White and Not Hispanic
- Hispanic, Latino or Spanish Origin
- Black or African American
- Bi/Multi-Racial*
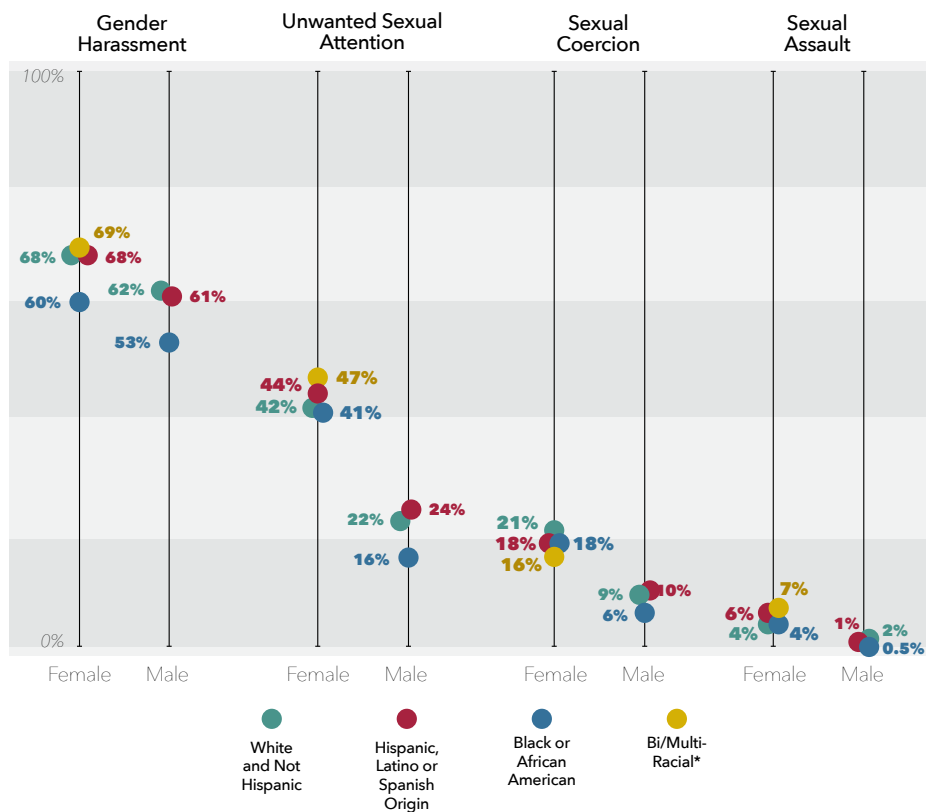
*Sample size for Bi/Multi-racial men less than 100

LGTBQ+

Those who identified as heterosexual, gay or lesbian reported similar rates of unwanted sexual attention and sexual coercion. Those who identified as bisexual or prefer to self-describe reported notably higher rates of both.

UNWANTED SEXUAL ATTENTION
- Straight/Heterosexual: 32%
- Gay or Lesbian: 37%
- Bi-Sexual: 53%
- Prefer to Self-Decribe: 77%

SEXUAL COERCION
- Straight/Heterosexual: 15%
- Gay or Lesbian: 15%
- Bi-Sexual: 26%
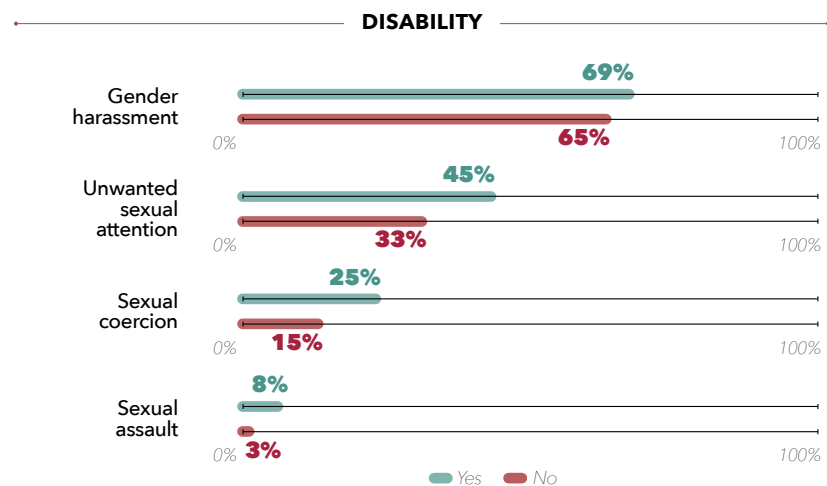- Prefer to Self-Decribe: 26%

"The #MeToo Movement has completely left out LGBTQ+ men and women who face daily sexual harassment, all too often at the hands of other gay and lesbian people."
- Anonymous Survey Respondent

Disability

Disabled people reported similar rates of gender harassment (69%) to people without disabilities (65%). They reported higher rates of unwanted sexual attention (45% compared with 33%) and sexual coercion (25% to 15%). Disabled people reported experiencing sexual assault more than twice as often as individuals without a disability (8% to 3%, respectively).

DISABILITY

Gender harassment
- 69%
- 65%
0% · 100%

Unwanted sexual attention
- 45%
- 33%
0% · 100%

Sexual coercion
- 25%
- 15%
0% · 100%

Sexual assault
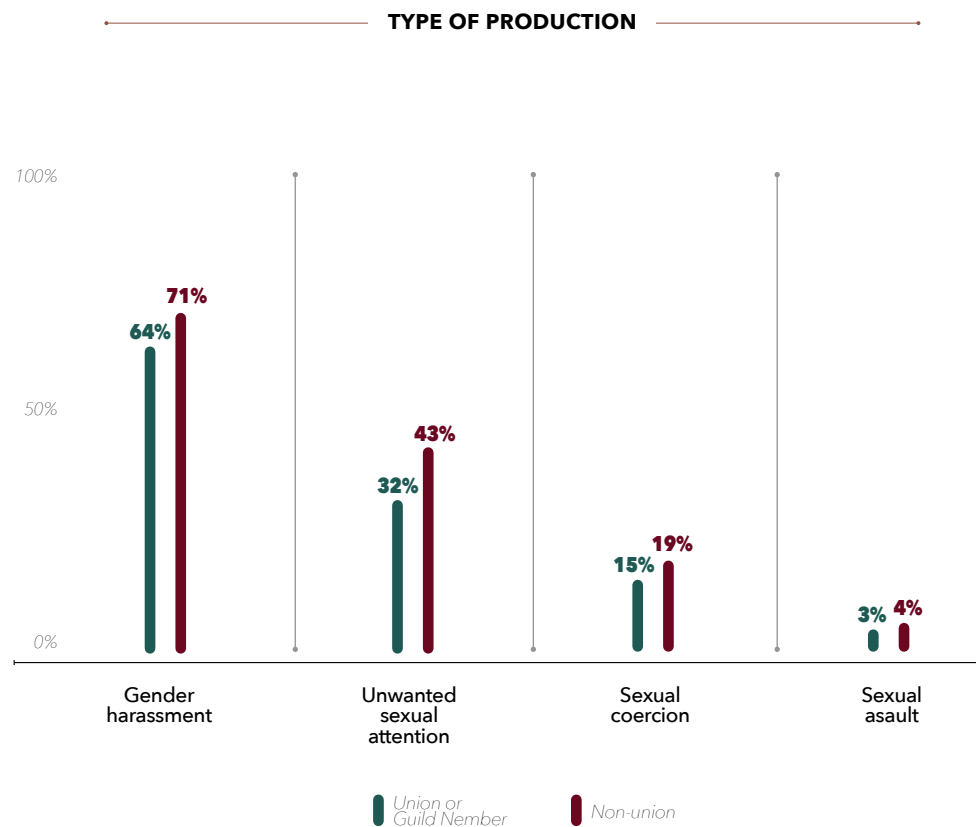- 8%
- 3%
0% · 100%

● Yes ● No

By primary area of work

As with bias and bullying, there were few differences across the continuum of gender-related behaviors based on primary area of work (Television & Film, Commercials, Live Theater, Talent Representation, and Corporate).
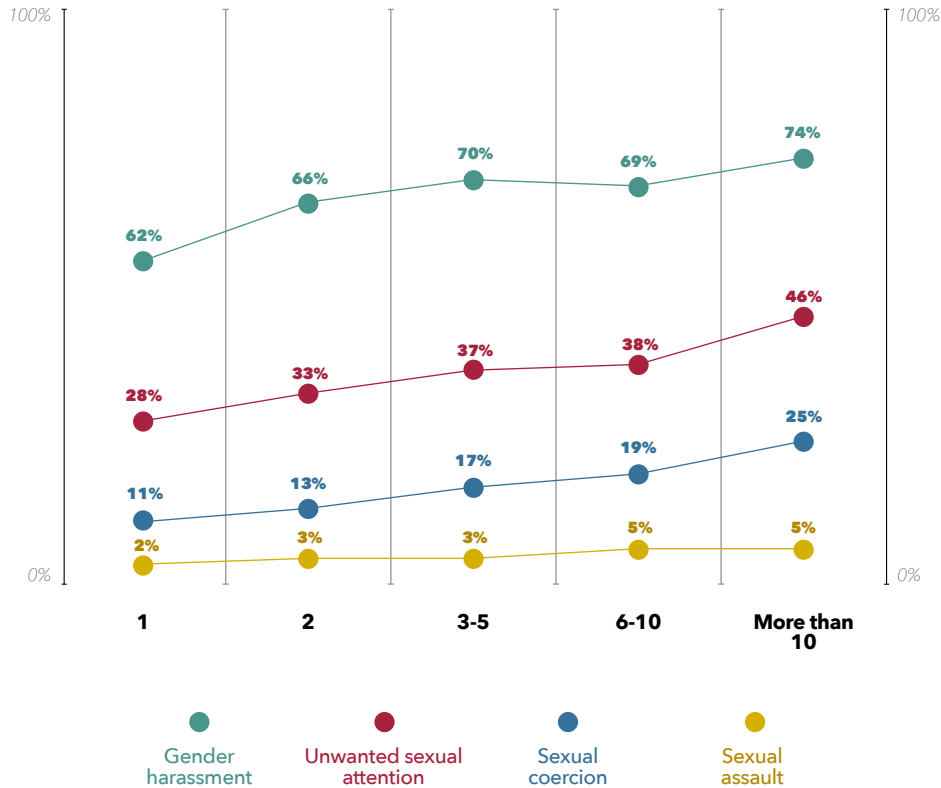
Union/guild members vs. non-union

Non-union members reported the highest rates of all harassing behaviors than union members.

TYPE OF PRODUCTION

	Gender harassment	Unwanted sexual attention	Sexual coercion	Sexual asault
Union or Guild Nember	64%	32%	15%	3%
Non-union	71%	43%	19%	4%

■ Union or Guild Nember   ■ Non-union

Number of jobs in last 12 months

The number of jobs a production worker held in the 12 months before the survey strongly predicted the amount of sexually harassing conduct they reported. The more jobs they held, the more likely they were to report all forms of harassing conduct. Production workers who worked more than 10 jobs in a 12-month period reported twice as much sexual coercion and sexual assault as those who worked only 1 job.

	1	2	3-5	6-10	More than 10
Gender harassment	62%	66%	70%	69%	74%
Unwanted sexual attention	28%	33%	37%	38%	46%
Sexual coercion	11%	13%	17%	19%	25%
Sexual assault	2%	3%	3%	5%	5%

"It's incredibly important to address issues like sexual assault or coercion in the workplace, but there hasn't been much addressing of the smaller injustices that happen on a daily basis, in conversation, meetings, hiring/firing, etc. where men's opinions or voices are taken more seriously than those of their female counterparts. Women who complain about their male colleague's inappropriate behavior (or just negative behavior in general) are often told they're being too 'sensitive' or they're 'gossiping' and are not taken seriously. This has happened to me on numerous occasions. "
- Anonymous Survey Respondent

Reporting

Only about 1 out of 4 workers (28%) who said they experienced some form of gender harassment, unwanted sexual attention or sexual coercion talked to a supervisor, human resources, or their legal department.

REPORTING TO COMPANY

LEGAL, COMPLIANCE. OR ETHICS DEPARTMENT:
4%

HUMAN RESOURCES:
9%
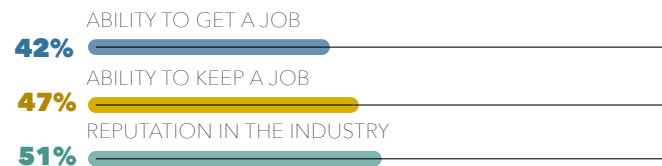
SUPERVISOR:
23%

Perpetrators

Gender identity of offender

In the overwhelming majority of incidents of sexual harassment or sexual assault of females who identified the experience as the worst, males are the perpetrators. For instance, females identified the offenders as male in 95-98% of all forms of harassment.
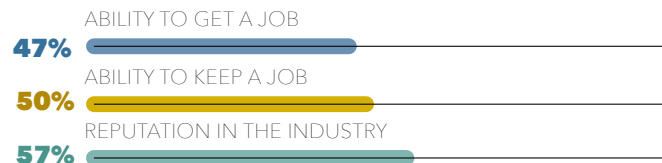
Influence and power

When it comes to gender harassment and unwanted sexual attention, females are frequently harassed by coworkers and other peers; those with influence and power are not the most common perpetrators of gender harassment and unwanted sexual attention. Males with influence and power are, however, the most common perpetrators of sexual coercion and sexual assault.
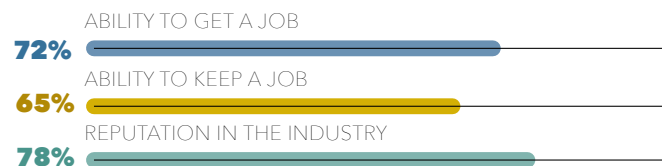
GENDER HARASSMENT

ABILITY TO GET A JOB
42%

ABILITY TO KEEP A JOB
47%

REPUTATION IN THE INDUSTRY
51%

UNWANTED SEXUAL ATTENTION

ABILITY TO GET A JOB
47%

ABILITY TO KEEP A JOB
50%

REPUTATION IN THE INDUSTRY
57%

SEXUAL COERCION

ABILITY TO GET A JOB
74%

ABILITY TO KEEP A JOB
63%

REPUTATION IN THE INDUSTRY
71%

SEXUAL ASSAULT

ABILITY TO GET A JOB
72%

ABILITY TO KEEP A JOB
65%

REPUTATION IN THE INDUSTRY
78%

MEN AS VICTIMS OF SEXUALLY HARASSING CONDUCT

Men as victims are often left out of #MeToo, rarely being recognized as fellow survivors.

While females are far more likely to experience all types of sexually harassing behavior, we found males also reported high rates of all types of sexually harassing behavior over a 12-month period. At 62%, men also experienced similarly high rates of gender harassment.

Sexual harassment in the form of gender harassment can be based on the violation of cultural gender stereotypes. For example, a man may experience gender harassment for being a "sissy" or being easily embarrassed by pornography (violating stereotypes that men should be strong, heterosexual, and sexually bold).

62% | of males reported gender harassment

22% | of males reported unwanted sexual attention

9% | of males reported sexual coercion

10% | of males reported being sexually assaulted in the workplace (ever)

Perpetrators

Even when men are the targets of sexually harassing conduct, more often than not the offender is also male. For example, among men who identified gender harassment as the experience that bothered them the most, 86% of the offenders were male. But there was a notably higher percentage of female offenders when the most serious experience for men involved either sexual coercion or unwanted sexual attention.

• Among men who said sexual coercion was the most serious or worst experience, 40% of the offenders were female.

• Among men who said unwanted sexual attention was the experience that bothered them, almost 50% (47%) of the offenders were female.

"I hope #MeToo has brought a lot of positive change to the industry and how it treats women. But I wish someone of higher-profile would speak up for male victims. It's not just women who have been harassed and I think there's this idea that it only happens to women. I know plenty of men who have had to put up with sexual harassment and no one talks about it or it gets swept under the rug."
- Anonymous Survey Respondent

PROGRESS: PREVENTING HARASSMENT

We assessed worker's individual perceptions of the industry's improvement since the start of the #MeToo movement (October 2017) with respect to preventing harassment. Almost 70% (69%) of respondents saw moderate to a lot of progress in preventing harassment. Nearly 80% (79%) of males saw progress, compared with 62% of females.

**PROGRESS
IN PREVENTING
HARASSMENT**

MALE
79%
0%   100%
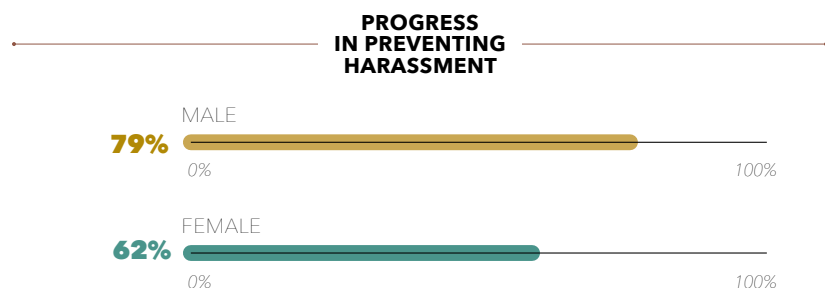
FEMALE
62%
0%   100%

- Black males – who reported the lowest rates of all four gender-related behaviors – saw the most progress (82%), while Black and Bi-/Multi-racial females saw the least (57% and 56%, respectively).

- Approximately 63% of respondents who were 39 and under, while those who were 40 and older had an increasingly positive view of progress (68% to 76%).

- Those who identified as heterosexual or gay or lesbian had a far more positive view of progress (70%) than did those who identified as bi-sexual or preferred to self-describe (58% and 47%, respectively).

- 53% of disabled individuals saw moderate to a lot of progress, compared with 69% of individuals without a disability.

"I'm exhausted by this battle. As long as men outnumber women in the entertainment industry, there will be snickering and giggling about 'having to walk on eggshells' around the 'difficult' women who don't want to be harassed. Now I get to hear men make light of sexual assault victims by saying #MeToo when the coffee runs out."
– Anonymous Survey Respondent

New Resources

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.

> *"An industry standard official resource site supported by all the guilds and unions and industries for reporting and information would be invaluable."*
> *- Anonymous Survey Respondent*

Hollywood Commission Resources and Recommendations

Gender harassment is far more common than other types of sexual harassment. Yet to date, most institutions have focused on investigating and preventing the more dramatic, sexualized types (sexual coercion and unwanted sexual attention), with less attention paid to the more common gender harassment (consisting of sexist hostility and crude behavior). Fully taking stock of sexual harassment in an organization requires attention to all the types of sexual harassment and to the organizational climate that facilitates and enables the behavior.

Women who experience the gender harassment type of sexual harassment are more than 7 times less likely to label their experiences as "sexual harassment" than women who experience unwanted sexual attention or sexual coercion.[1] Nevertheless, they all have similar negative psychological and professional outcomes.[2]

In December 2020, the Hollywood Commission will publish several responsive 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.

- **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.

References

[1] National Academies of Sciences, Engineering, and Medicine 2018. Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine. Washington, DC: The National Academies Press.

[2] Ibid.

The national climate survey was conducted online via an anonymous link over a three-month period (Nov. 20, 2019 – Feb. 24, 2020) and included 9,630 survey respondents (5,399 women, 4,026 men, 52 non-binary/third gender, and 41 who preferred to self-describe) over the age of 18 within the entertainment industry.

The 110-question survey was conducted by the Hollywood Commission under the auspices of the Ethics & Compliance Initiative (ECI), an independent nonprofit organization. ECI, in collaboration with the Hollywood Commission, developed the survey instrument. Data for the survey were collected by ECI using Qualtrics, a third-party entity survey software platform. Only ECI had access to the anonymous individual quantitative survey responses. Qualitative data was also reviewed by ECI researchers to ensure no identifying information was provided to the Hollywood Commission.

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.

The Sample

The demographic profile of our sample was:

- **Gender identity:** Male (42%); Female (57%); Non-binary/third gender (0.5%); Prefer to self-describe (0.4%)

- **Race, ethnicity, and origin:** White (82%); Black (7%); American Indian or Alaska Native (1%); South/East Asian/Pacific Islander (5%); Bi- or Multi-Racial (2%); MENA (2%); Unknown (1%)

- **Latin, Hispanic, or Spanish origin:** (9%)

- **LGBTQIA+ identified:** Yes (16%); No (84%)

- **Transgender identified:** Yes (1%); No (99%)

- **Individuals with disability:** Yes (4%); No (96%)

- **Age:** 18-23 (1%); 24-29 (10%); 30-39 (23%); 40-49 (24%); 50-64 (31%); 64-74 (9%); 75 or older (2%)

- **Primary area of work:** Television & film (78%); Corporate (6%); Commercials (4%); Live theater (4%); Talent representation (manager, agent, lawyer) (3%); Broadcast/news (1%); Public relations (1%); Music (1%); Other (3%)

Results may not add up to 100% due to the rounding within individual demographic groups.

Some groups – like transgender or gender non-conforming, Native Americans and Asian Americans – were too small in number to allow for conclusions specific to these populations. The following included cohorts with less than 150 respondents:

Race/ethnicity
- Native Hawaiian
- Pacific Islander
- American Indian or Alaska Native
- Asian Indian
- Japanese
- Korean
- Filipino
- Vietnamese
- Chinese
- Other Asian

Gender identity
- Non-binary/third gender
- Prefer to self-describe
- Identify as transgender

Broadcast news

Music, including music videos

Public relations

Thus, while these groups were counted in the overall findings, we do not reach conclusions specific to these populations.

Age: Due to the added challenge of gaining parental consent for topics related to sexual harassment and assault, the sample is limited to those 18 and older.