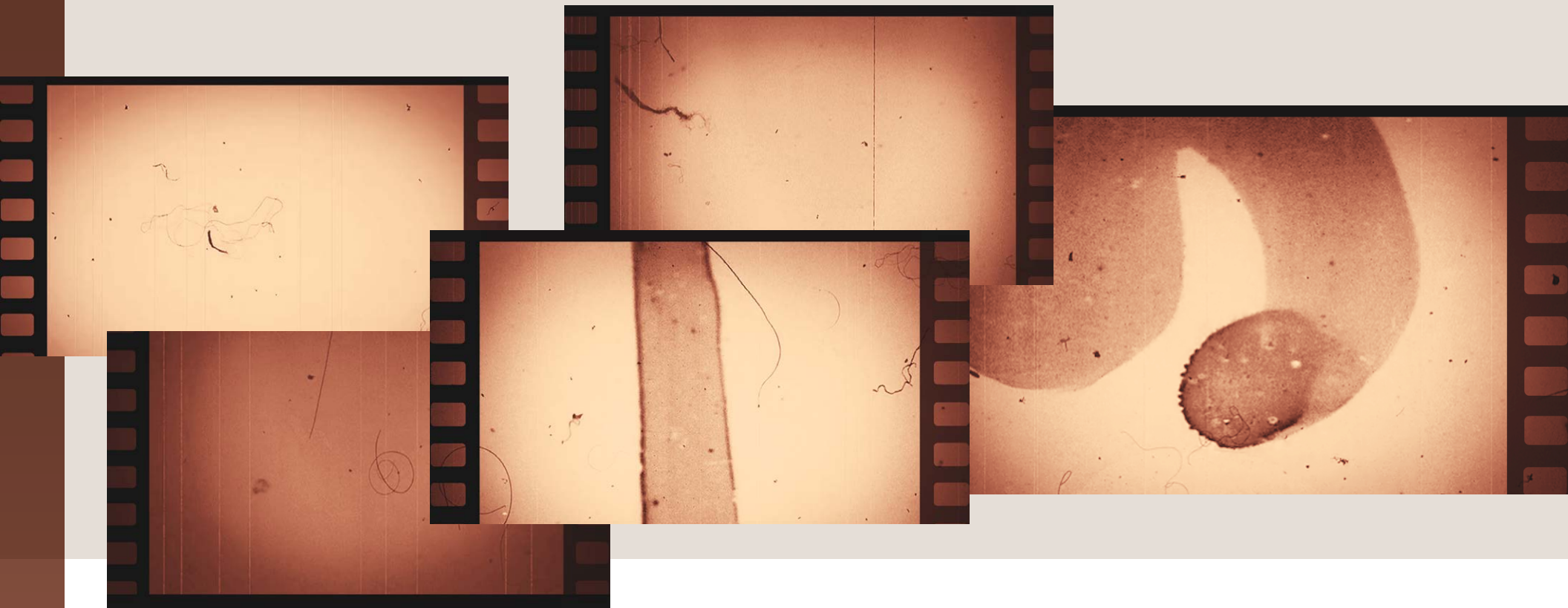


The Hollywood Survey Report #4: **Sexual Harassment and Assault**





About The Hollywood Commission

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

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

ABOUT THE HOLLYWOOD SURVEY

In November 2019, the [Hollywood Commission](#) launched the largest, first-of-its kind climate survey about discrimination, harassment, and bullying in 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.

Reports

We will share our key findings through four summary reports, capped off by a comprehensive report and recommendations:

1. Accountability
2. Bias
3. #MeToo: Progress, Sexual Harassment, and Sexual Assault
4. Bullying
5. The Hollywood Survey: Report & Recommendations.

Survey Areas

- Values and perceptions of the entertainment industry
- Perceptions of accountability across the entertainment industry
- How often are workers in entertainment experiencing unwanted conduct, such as bias, bullying, gender harassment, unwanted sexual attention, sexual coercion, or sexual assault
- Where, when, and to whom were unwanted experiences most likely to occur
- Why aren't workers reporting and what types of retaliation are they experiencing
- What resources would be useful to workers

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

INTRODUCTION

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 physical 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.

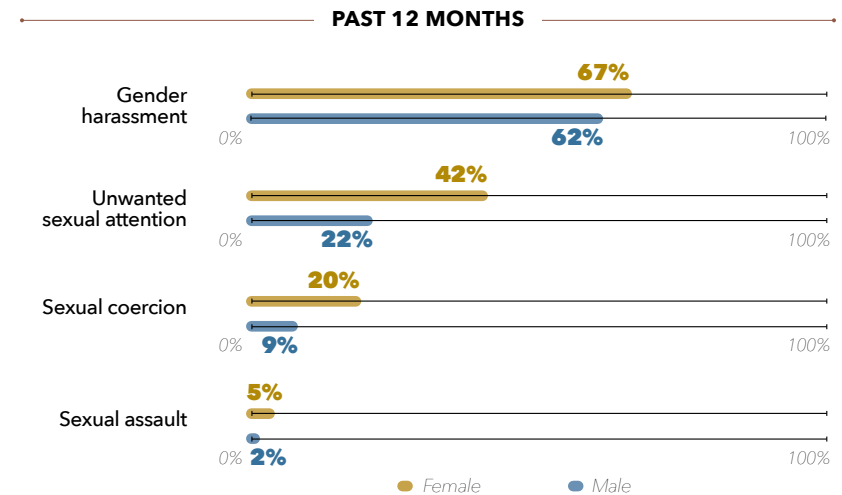
- Long excused as “just locker room talk,” **gender harassment** refers to insulting, crude, and degrading comments and attitudes towards members of one gender (e.g., using insults such as “slut” to refer to a female coworker or “pussy” to refer to a male coworker).
- **Unwanted sexual attention** refers 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).

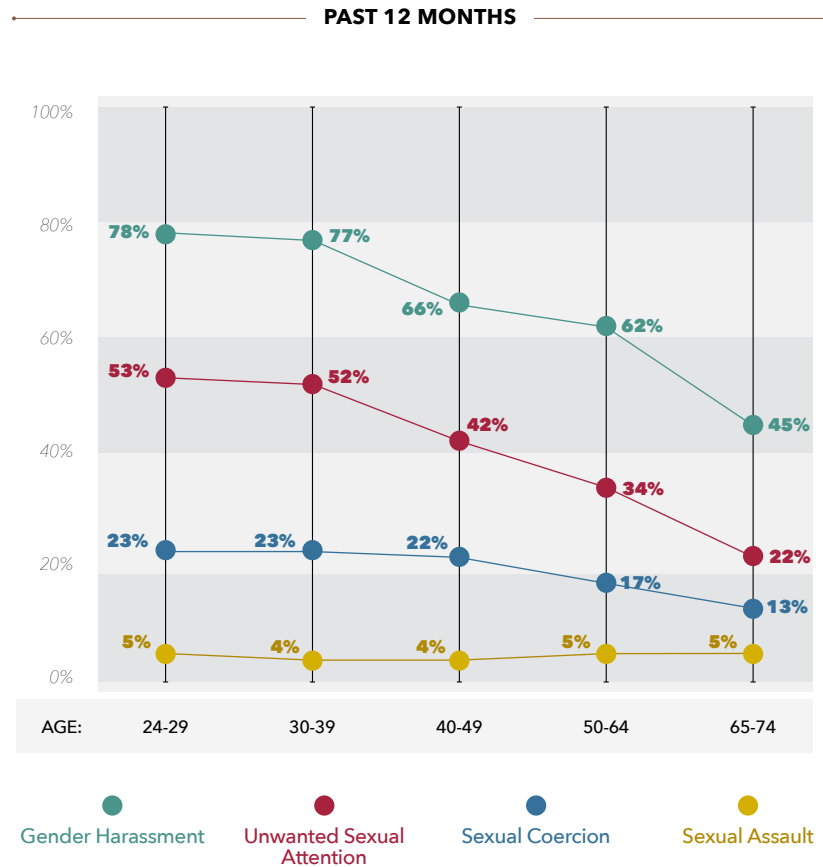


“I have had men in positions of power make comments on my body, touch my breasts, reach up my skirt, expose themselves to me. All uninvited. I have stopped taking one-on-one drinks or business dinners with male colleagues as too often they try to turn it into a date.”

- 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.

EVER (INCLUDING PAST 12 MONTHS)

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

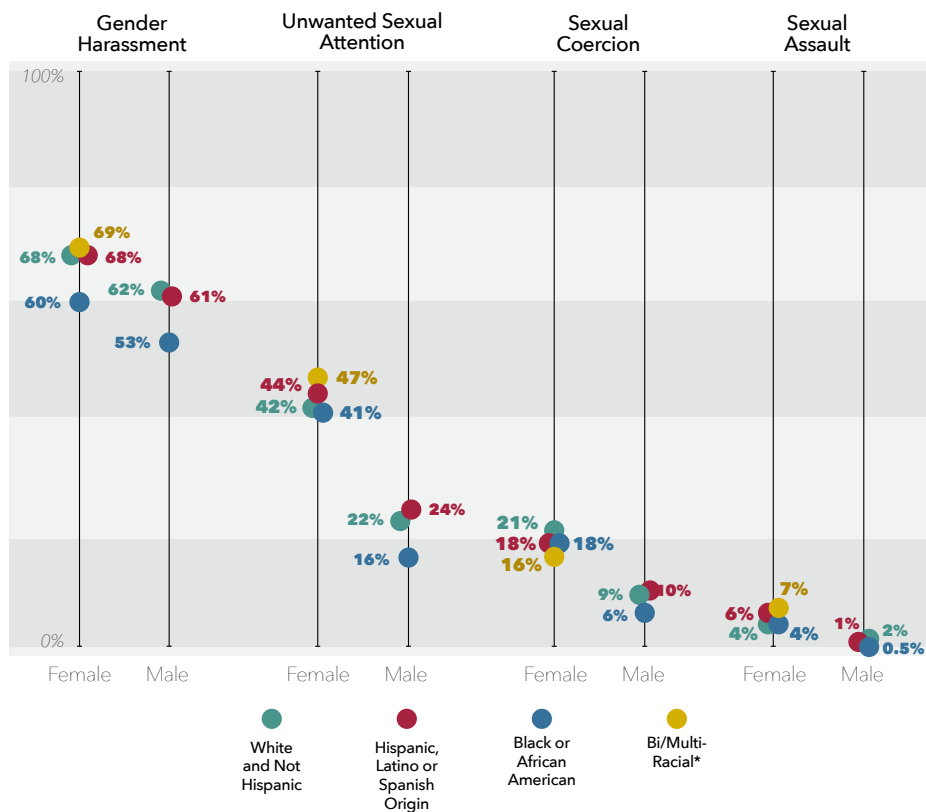
1 IN 4 women between the ages of 50 and 64 reported sexual assault

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.

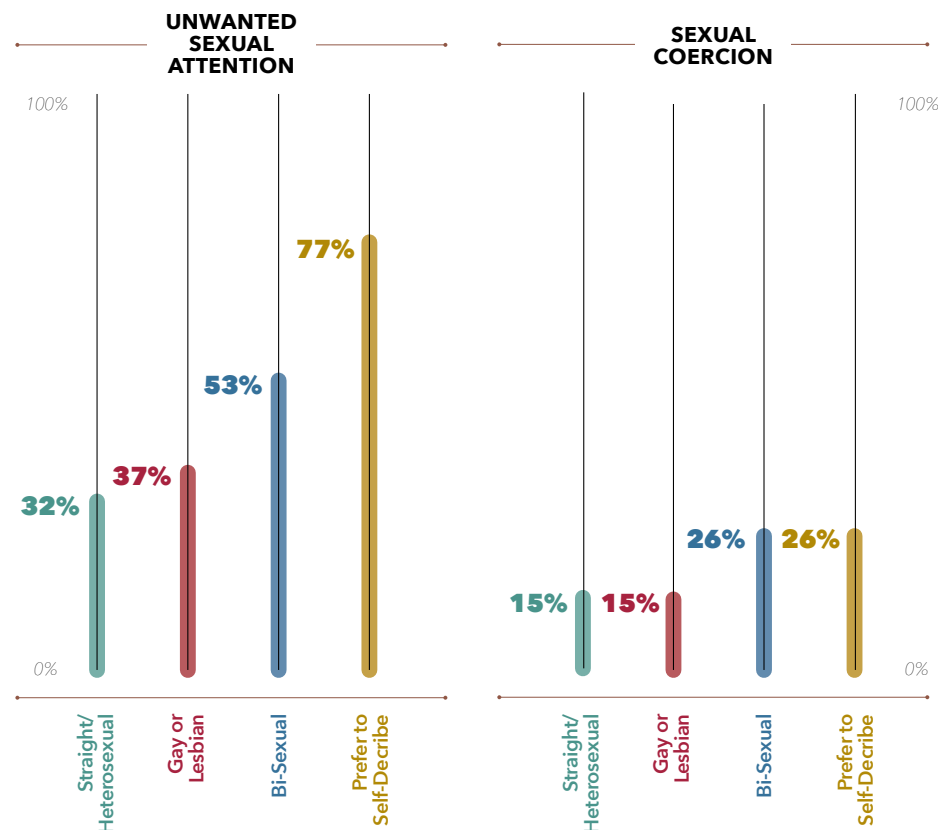
PAST 12 MONTHS



*Sample size for Bi-/Multi-racial men less than 100

LGBTQ+

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.

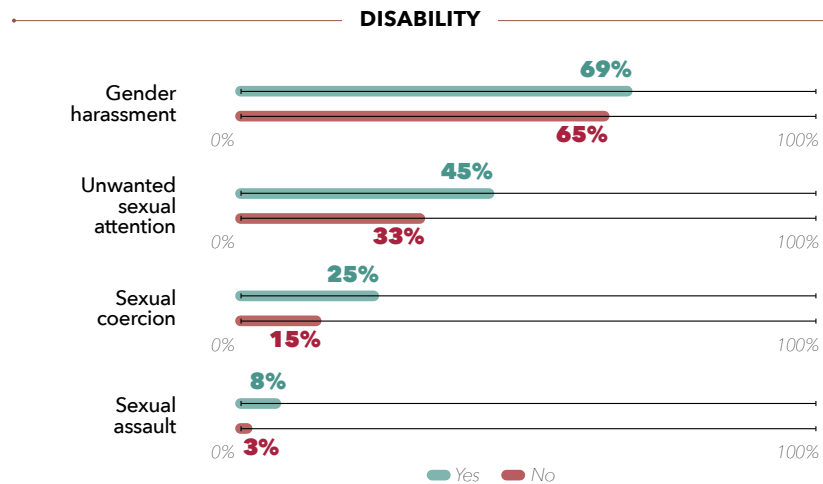


"The #MeToo Movement has completely left out LGBTQ+ men and women who face daily sexual harassment, all too often at the hands of other gay and lesbian people."

- 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).

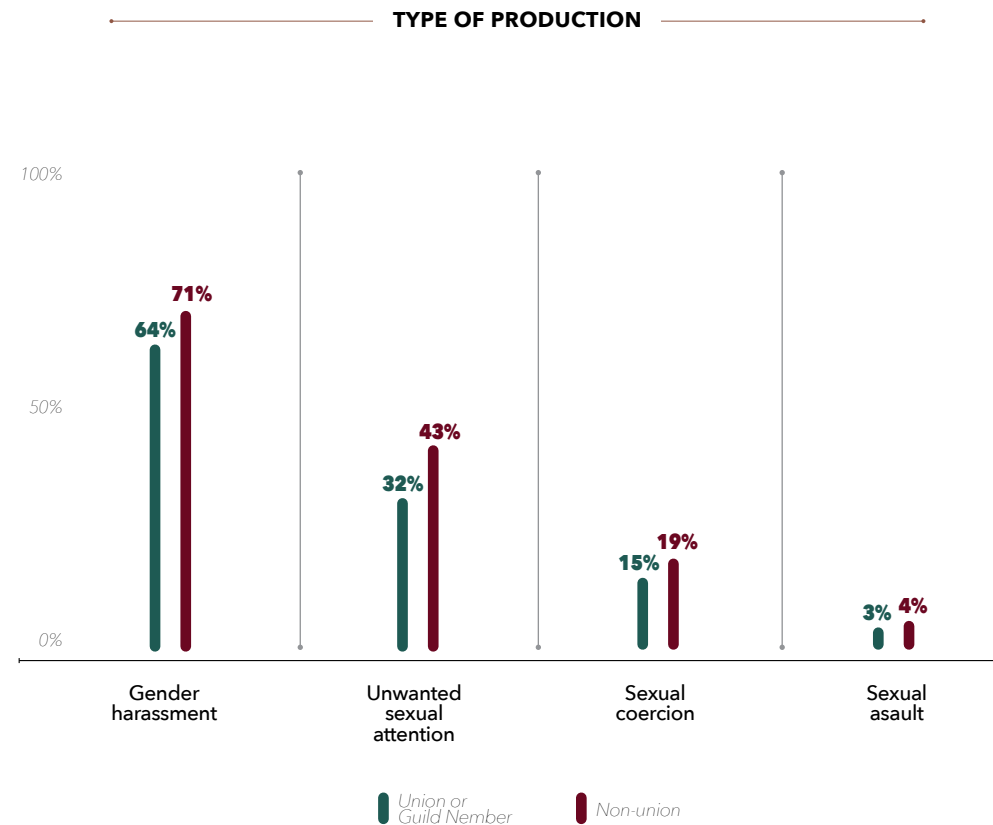


By primary area of work

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).

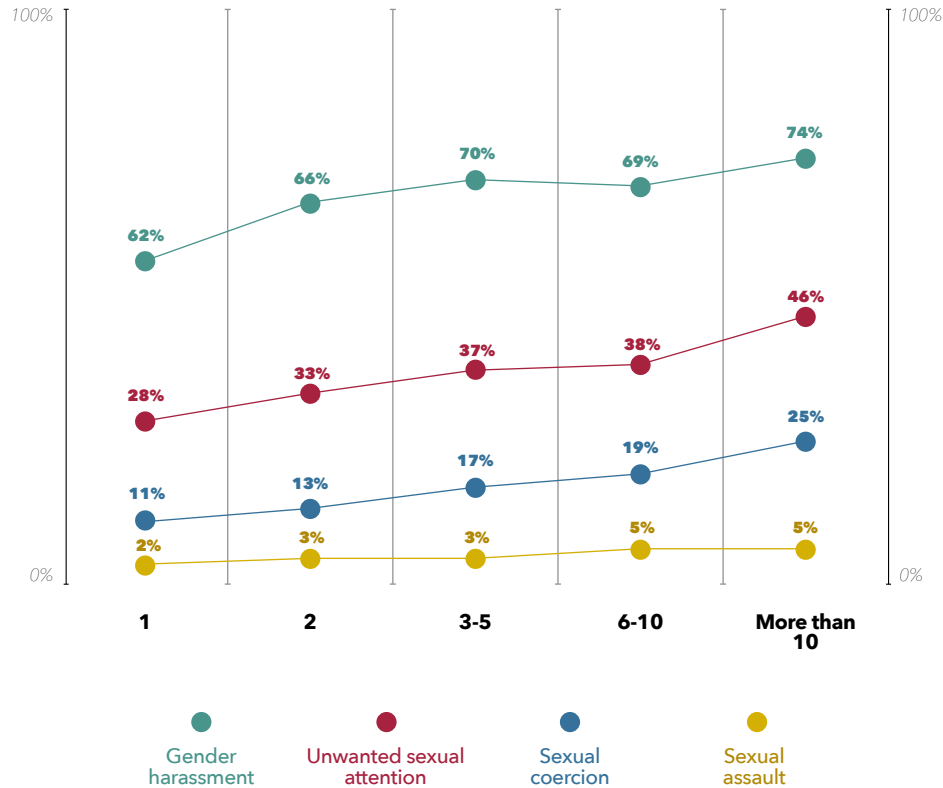
Union/guild members vs. non-union

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



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.



"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



Perpetrators

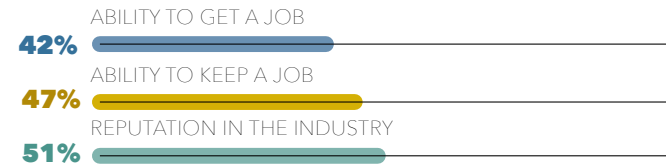
Gender identity of offender

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.

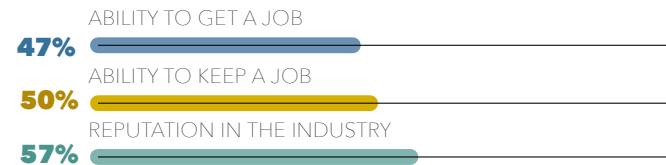
Influence and power

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



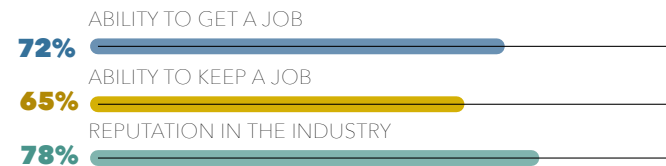
UNWANTED SEXUAL ATTENTION



SEXUAL COERCION



SEXUAL ASSAULT



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.



- 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

RESOURCES AND RECOMMENDATIONS

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.

METHODOLOGY

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.

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.



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