

Dealing with Sexism in the Workplace

11th Annual WHPC Workshop

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A simple agenda

- **Define sexism and how it manifests in the workplace**
- **Provide some tools you can use when you encounter sexism**

Some definitions

- **Sexism** - bias or prejudice based on a person's sex or gender
- **Sexual Harassment** - unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct. Does not have to be of a sexual nature and can include offensive remarks about a person's sex [1]
- **Sexual Assault** - any type of unwanted sexual contact, ranging from sexist attitudes and actions to rape and murder [2]

1 - American Association of University Women (2019) Sexual harassment. Retrieved from: <https://www.aauw.org/what-we-do/legal-resources/know-your-rights-at-work/workplace-sexual-harassment/>

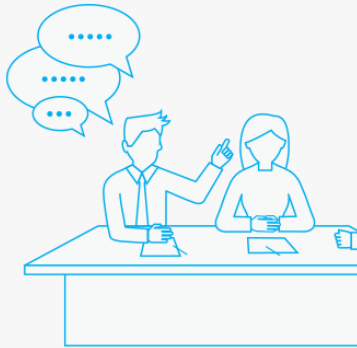
2 - National Sexual Violence Resource Center (2019). About sexual assault. Retrieved from: <https://www.nsvrc.org/about-sexual-assault-friends-family>

Elephant in the Valley [1]

1 - The Elephant in the Valley (2015).
<https://www.elephantinthevalley.com/>

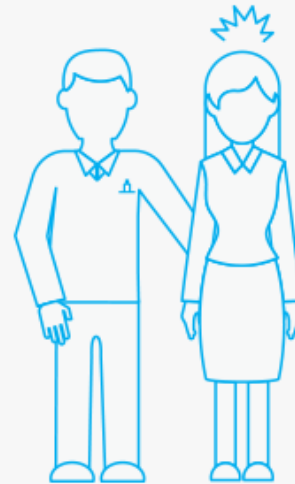
Unconscious

Sexual Harassment



88%

have experienced sexual harassment
addressed the issue
should have been



60% of women in tech reported unwanted sexual advances

75%

Not at the Table



50% felt excluded from key social/networking opportunities because of gender

The most important thing:

Believe someone who tells you something sexist
has happened in the workplace.

I believe you.

5 D's of bystander intervention

- **Direct:** respond directly to the situation at hand
- **Delegate:** Ask someone else to intervene. Helpful if you feel uncomfortable, unsafe, or cannot directly step in for some reason
- **Distract:** Create a distraction to get the situation to stop and to prevent any further harm to the target
- **Delay:** Follow up with the instigator and/or target later on, once the incident is over
- **Document:** Record via video or sound what is happening in a situation, write down your account of a situation and/or email someone to follow up after a conversation is had

Questions?

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