Sexual Harassment

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Sexual harassment is a spectrum of actions

- Comments or gestures
- Demands for sexual favors
- Unwanted touching
- Sexual assault
The TIME’S UP Legal Defense Fund, which is housed at and administered by the National Women’s Law Center, connects those who experience sexual misconduct including assault, harassment, abuse and related retaliation in the workplace or in trying to advance their careers with legal and public relations assistance. The Fund will help defray legal and public relations costs in select cases based on specific criteria and availability of funds. Donations to the TIME’S UP Legal Defense Fund are tax deductible through the Direct Impact Fund, a 501(c)(3) nonprofit organization or through the National Women’s Law Center, a 501(c)(3) nonprofit organization. The initiative was spearheaded by actors and others in the entertainment industry, attorneys Tina Tchen and Roberta Kaplan, and top public relations professionals. Women in Hollywood came together around their own experience of harassment and assault, and were moved by the outpouring of support and solidarity against sexual harassment from women across sectors. This inspired them to help create a fund to help survivors of sexual harassment and retaliation in all industries—especially low-income women and people of color. They worked together in an historic first to design a structure that would be both inclusive and effective. The TIME’S UP Legal Defense Fund will provide financial support in select workplace sexual harassment and sexual harassment-related retaliation matters. Please visit the TIME’S UP FAQ for more information. To learn more about the application process and criteria for finding attorneys, fees and costs, please visit the TIME’S UP FAQ. To download an application and apply for funding, please visit the TIME’S UP Legal Defense Fund website.
That’s Harassment

Employers play an important role in ending our culture of pervasive sexual harassment, and creating safe and equitable workplaces.

Need some help getting started? These resources outline ideas for critical workplace strategies and changes, and information about effective policies and training, to strengthen employer efforts to address and prevent sexual harassment in the workplace.

That’s Harassment – resources for employers
WORKPLACE JUSTICE

10 WAYS YOUR COMPANY CAN HELP PREVENT HARASSMENT IN THE WORKPLACE

1. Start from the top: Have your top leadership report annually on the steps your company is taking to prevent and address harassment. Workplace culture starts at the top and this will send a company-wide message about expectations and ramifications.

2. Track and monitor: Conduct an annual survey that allows your employees to anonymously disclose workplace harassment. The survey can also ask if employees feel comfortable intervening or reporting harassment, and lastly, whether they understand the company’s policies and complaint process. Use the results to inform internal processes and training.

3. Prioritize effective training: Conduct regular, in-person, interactive training for all employees on preventing and responding to harassment. The training should help employees and supervisors a) recognize sexual harassment in the context of their specific workplace; b) understand their rights and responsibilities; c) provide tips on how bystanders can speak out and intervene; d) explain how to report harassment as a victim or a witness; e) explain the company’s reporting and investigation process; and f) make clear the consequences for harassing others.
FAQ on Sexual Harassment

#MeToo What Next Policy fact sheet

Time’s Up Legal Defense Fund FAQ
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