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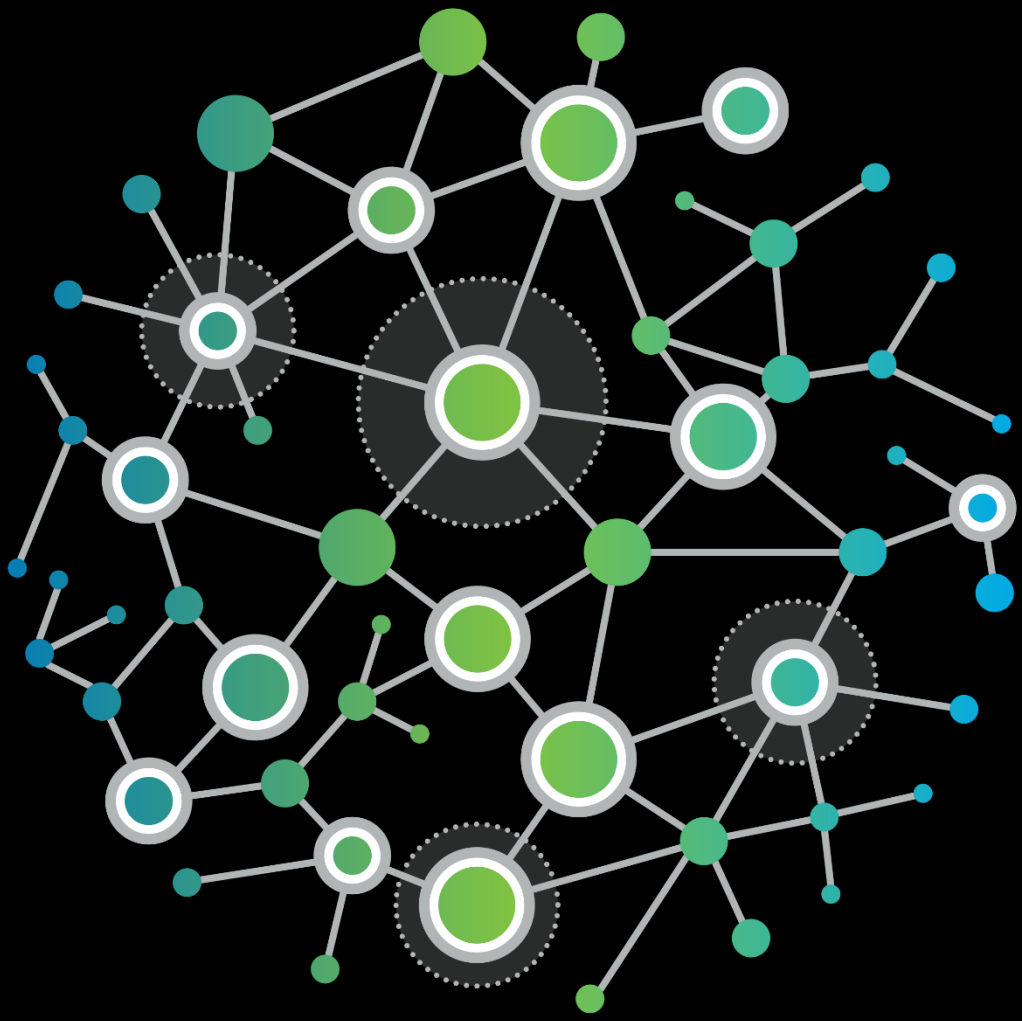
Safe Space

SURVEY ON
Sexual Harassment in our Workplace



Safe Space Survey Report

January 2019

CONFIDENTIAL

This report is prepared solely for the internal use of the United Nations and related entities

Executive Summary

Part 1: Introduction

In November 2018, the Safe Space: Survey on Sexual Harassment in our Workplace was administered by Deloitte on behalf of the United Nations. This confidential survey was delivered online in the six official UN languages to obtain information on sexual harassment across the United Nations system and related entities globally. 30,364 staff and non-staff personnel from across 31 entities completed the multi-language survey, representing a 17%1 response rate overall.

Part 2: Survey findings

Outcomes from the survey yielded 27 key findings. These findings align to the five sections outlined below, which together represent a structure for understanding sexual harassment across the United Nations system and related entities.

2.1 Prevalence of sexual harassment

- **Prevalence*:** One in three (33%) respondents reported that they had experienced at least one instance of sexual harassment in the last two years (recent prevalence). One in five survey respondents (20.2%) reported experiencing at least one type of sexual harassment prior to 2016 (historical prevalence). The overall prevalence rate was 38.7% (any sexual harassment incident experienced while working with the UN, independent of time period).
- **Most common types of sexual harassment*:** The most common forms of sexual harassment reported by respondents were: sexual stories or jokes that were offensive (21.7%), offensive remarks about their appearance, body or sexual activities (14.2%), unwelcome attempts to draw them into a discussion on sexual matters (13%), gestures or use of body language of a sexual nature, which embarrassed or offended them (10.9%) and touching which made them feel uncomfortable (10.1%).
- **Prevalence by gender and age:** Respondents who identified as female, transgender, gender non-conforming, and other reported the highest prevalence rates (41.4%, 51.9%, 50.6%, and 50% respectively), relative to other gender identity categories. Relative to other age groups, two in five (43.6%) respondents aged between 25 and 34 reported experiencing sexual harassment.
- **Prevalence by sexual identity:** Within the sexual identity category, respondents who identified as lesbian, gay, and queer reported the highest prevalence rates (53%, 48.4%, and 48.1%, respectively).
- **Prevalence by employment type:** Relative to other employment types, prevalence rates were highest for Junior Professional Officers / Associate Experts, UN Volunteers and Consultants (49.3%, 39% and 38.7%, respectively).
- **Sexual assault:** The most severe forms of sexual harassment (including actual or attempted rape) were most commonly experienced by heterosexual females, aged between 35 and 44 years, employed as Professional or General Services personnel in a fixed-term employment.
- Overall, 10,032 out of the total 30,364 respondents (33%) had experienced an incident of sexual harassment in the last two years.

2.2 The target experience

- **Setting for workplace sexual harassment:** Targets reported that more than half of sexual harassment experiences had occurred in the office environment (58.3%). The second most commonly reported setting for sexual harassment was at work-related social events (17.1%).
- **Characteristics of harassers:** Targets reported that two out of three harassers were male (68.4%) and one out of three harassers were aged between 45 and 54 years (30.6%). Further, targets reported that approximately half of harassers were colleagues (51.4%) and one in four were supervisors or managers (24.3%). Nearly one in 10 harassers were senior leaders (12%).

*Except where otherwise noted, prevalence always refers to incidents of sexual harassment that had occurred in the last two years.
[1]Response rates to a survey of this nature can not be accurately benchmarked in light of the methodological issues associated with assessing prevalence of sexual harassment, one of which is how to generalise across the entire UN organization, given the diversity of cultures, attitudes and varying legal implications of harassment-like behaviors. However where possible, Deloitte has overcome the relevant methodological challenges associated with research of this type.

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Executive Summary cont'd

2.2 The target experience (cont'd)

- **Responses to experiencing sexual harassment:** Only one in three targets (33.5%) reported that they took action as a result of experiencing sexual harassment. Of those who did take action, the most common response was for targets to deal with it themselves (37%). Targets indicated that they were more likely to seek support from colleagues (26.4%) or supervisors (21.9%) rather than make a formal report.
- **Barriers to reporting the experience:** One in two targets (51.3%) reported that they felt that the incident was too minor to take action. Two additional barriers to reporting were fears that reporting would have a negative impact on the target's career (19%) and that complaints would not be taken seriously (18%).
- **Outcomes of taking action:** Of those targets who did formally report or seek support, almost half (43.4%) indicated that they were satisfied or very satisfied with the outcome. Of those targets who did take action following an incident of sexual harassment, one in four (25.1%) reported that the harassment stopped or was otherwise resolved (23.2%). However, nearly one in four targets (23.3%) were dissatisfied or very dissatisfied with the outcome.
- **Impact of sexual harassment on targets:** Targets reported that the most common emotional responses to the incident were anger (34.6% very or extremely angry) and offense (32.5% very or extremely offended). Results also highlighted impacts on job-related attitudes: almost one in two targets reported that they had experienced some negative impact on their performance at work (44%), while nearly one in five experienced low job satisfaction (16.5%) and/or some intention to leave their job (29%) as a result of the sexual harassment.

2.3 The witness experience

Overall, 9,107 out of the total 30,364 respondents (30%) indicated that they had witnessed a sexual harassment incident(s) in the last two years.

- **Nature of the witness experience:** Witnesses reported that the most commonly witnessed behavior was sexual stories or jokes that were offensive to another employee (15.9%).
- **Responses to witnessing sexual harassment:** Approximately three in five respondents who witnessed sexual harassment reported that they took action as a result (58.7%). Nearly one quarter of witnesses (24.1%) reported that they chose to directly intervene.
- **Barriers to reporting:** Two in five witnesses (40.3%) reported that they felt that the incident was too minor to take action. Approximately one in five (22.7%) witnesses indicated that they thought they would not be taken seriously and/or thought the issue would not be addressed effectively (21%).
- **Characteristics of witnesses who took action:** The likelihood for witnesses to report taking direct action by approaching the harasser increased with age and tenure. According to the responses, male witnesses (28.5%) were slightly more likely to take direct action than female witnesses (21.3%).
- **Impact of sexual harassment on witnesses:** Nearly one in two (45.5%) witnesses to sexual harassment behaviors reported that the incident made them feel very or extremely angry and two in five (40.6%) reported that they felt very or extremely offended.
- **Differences between target and witness behavior:** Witnesses and targets reported a similar picture of sexual harassment incidents in terms of prevalence and nature of experiences. However, witnesses were more likely to take some action as a result of the experience (58.7%) compared to targets (33.5%).

2.4 Work environment

- **Tolerance for sexual harassment:** Positively, nearly three quarters of respondents (71.1%) reported that sexual harassment is not tolerated in their workplace.

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Executive Summary cont'd

2.4 Work environment (cont'd)

- **Tone from the top:** Nearly three quarters of respondents (70.7%) reported that their immediate supervisor demonstrates zero tolerance for sexual harassment. The rate was lower for senior leaders (59.2%).
- **Prevention and response:** Two thirds of respondents (65.2%) reported that actions were taken to prevent sexual harassment. One in four (25.1%) reported that the sexual harassment stopped as a result of the actions taken.
- **Accountability:** Fewer than half of all respondents (44%) agreed or strongly agreed that personnel (other than supervisors) who sexually harass others will be held accountable for their actions. Less than one in two (44.2%) believed that a supervisor would be held to account.
- **Personal risk:** A quarter of respondents (27.2%) believed that filing a complaint of sexual harassment would create a personal risk for them and were fearful of making a complaint (21.9%).
- **Organizational culture:** A culture of tolerance for sexual harassment, incivility and exclusion all predicted the likelihood of a sexual harassment incident occurring within the UN and related entities, with incivility being the strongest predictor.

2.5 Organizational policies and processes

- **Awareness of their organization's position on sexual harassment:** Overall, a significant number of respondents were aware of their organization's approach to sexual harassment including: how their organization defines sexual harassment (79.7%), the policies and procedures in place to manage incidents of sexual harassment (74.9%), and behaviors their organization considers unacceptable (75.1%).
- **Availability of support mechanisms:** The support mechanisms that respondents were most likely to be aware of were their organization's sexual harassment policies (81.9%), codes of conduct (76.1%), training on sexual harassment (72.9%) and Human Resources (72.7%). Respondents were least likely to be aware of their organization's Health and Wellbeing Services and Office supports (e.g. Staff Welfare Officer 24.3%, Conduct and Discipline Teams, 21.4%).
- **Recognition of support mechanisms by demographic group:** Those who were least likely to be aware of their organization's support mechanisms were respondents who were recently hired (aware of 36.5% of available supports), aged 24 years or less (aware of 29.9% of available supports), and working as Consultants, Associate Fellows or Interns (aware of 31%, 30.7%, 26.5% of the available supports respectively) or in General Services (aware of 45% of the available supports)

Part 3: Observations

In addition to the 27 key findings, and noting that the CEB Task Force already has initiatives in progress to prevent and address sexual harassment, this report makes seven observations, organized across the dimensions of primary, secondary and tertiary prevention.

3.1 Primary Prevention

- **Organizational culture:** This report has identified the relationship between workplace incivility, low levels of inclusion and the incidence of sexual harassment. In particular, it has identified that incivility and exclusion provide a work environment that may enhance the likelihood of an incident arising, which is tantamount to a permissive culture. In light of this, it is suggested that UN entities take a stronger proactive role in setting expectations of respectful behavior through workplace civility and inclusion codes and training programs. Such measures would help to reduce the incidence of harassment by colleagues (reported as the most common category of harasser), whether they are in leadership roles or not.

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Executive Summary cont'd

3.2 Secondary Prevention

- **Witnesses:** This report has identified the critical role that witnesses can play in identifying instances of sexual harassment, directly intervening to stop harassment in the moment, and providing support to targets. Recognizing the role that witnesses play, but also the potentially negative effects that exposure can have on witnesses, it is suggested that the UN's in-progress initiatives could be enhanced by providing more guidance to witnesses. Support should specifically encourage witnesses to recognize and act on sexual harassment related behaviors that they observe in the workplace.
- **Overcoming barriers:** This report highlights the importance of cultivating a work environment where people feel safe to speak up about their experiences, as targets of, or witnesses to, harassment. Whilst achieving systemic and cultural change of this magnitude will, of course, take time, the #MeToo movement has shown the effect that that a unified focus on sexual harassment can have on a population.

3.3 Tertiary Prevention

- **Prioritization:** This report has identified key groups of individuals for the organization of the UN that require priority attention: (i) vulnerable targets – Women and Transgender personnel, aged between 25 and 44, mainly Junior Professional Officers / Associate Experts, UN Volunteers and Consultants; and (ii) potential harassers – men aged between 45 and 54, mainly colleagues, but also supervisors, managers and some senior leaders. It is suggested that any in-progress initiatives relating to awareness raising and communication campaigns be adapted to take these groups into account.
- **Awareness of support mechanisms:** This report has identified information gaps amongst those who are young, recent hires and working in Agencies, regarding available support mechanisms. It is suggested that these groups are prioritized in any awareness training.

3.4 Final Comments

- **Progress:** This report has provided a baseline against which to measure change, particularly in relation to prevalence rates. It is suggested that a comprehensive sexual harassment survey be re-administered by UN entities in two-year intervals, to measure the impact and effectiveness of the policy/interventions overall and on key groups.
- **Being accountable:** This report has identified perceived gaps in the tone being set by senior leaders, managers and supervisors. It is suggested that the senior leaders of each entity should inform the UN leadership of measures taken to address the findings and recommendations of this report in a timely manner, including measures to hold managers and supervisors to account for embedding a zero tolerance culture.

FAITHFULLY,

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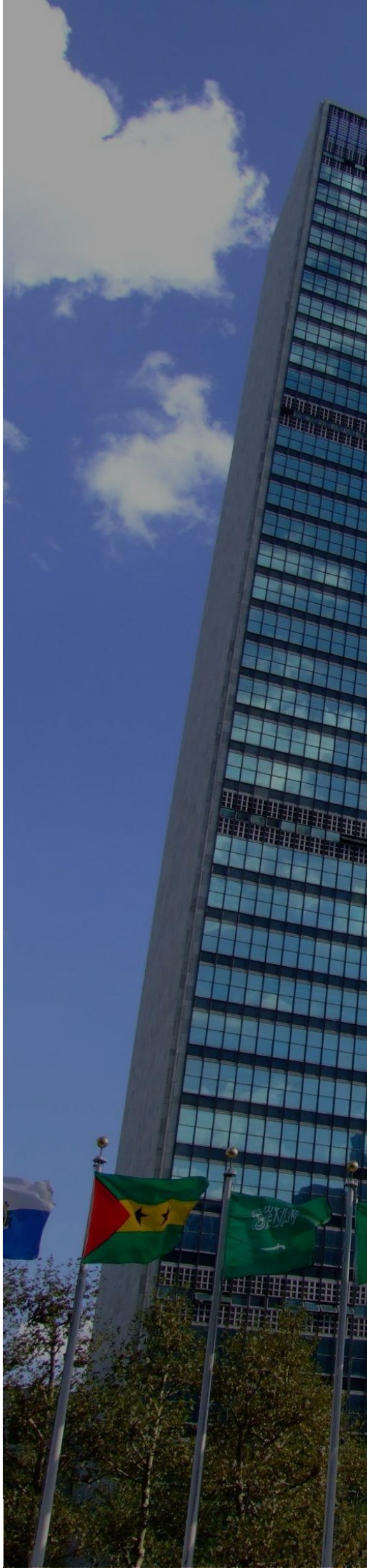

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Key definitions and terms

A number of key definitions and terms have been defined for use within this document.

Sexual harassment: Sexual harassment is any unwelcome conduct of a sexual nature that might reasonably be expected or perceived to cause offense or humiliation when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. Sexual harassment may occur in the workplace or in connection with work. While typically involving a pattern of conduct, sexual harassment may take the form of a single incident. In assessing the reasonableness of expectations or perceptions, the perspective of the person who is the target of the conduct shall be considered. The Explanatory Notes to the CEB's Uniform Definition make it abundantly clear that sexual harassment can take a variety of forms. Broadly speaking incidents can range from sexual assault, unwelcome touching and coercive advances to sexual jokes, imagery and comments. Non-physical forms of sexual harassment and comments, jokes and imagery not directed towards a specific person, are commonly referred to as amounting to a sexually hostile working environment. The Explanatory Notes also make it clear that the definition applies to conduct arising outside the workplace and outside working hours, including official travel and social functions related to work.

CEB Model Policy on Sexual Harassment: Uniform Definition

Prevalence: Prevalence rates refer to the proportion of respondents who experienced at least one sexual harassment-related behavior. Prevalence is discussed across the following three timeframes:

- **Recent prevalence :** Any sexual harassment incident experienced in the last two years (2016-2018).
- **Historical prevalence:** Any sexual harassment incident experienced prior to 2016.
- **Overall prevalence:** A sexual harassment incident experienced at any time whilst working with the UN system and related entities. Calculated as any respondent who recorded either a recent or historical incident.

Someone at work: Someone at work may include any persons a respondent had contact with as part of their duties. This person(s) could be a colleague, supervisor, visitor, contractor, vendor, government official, representative from an NGO, a person from inside or outside of an entity, or anyone else a respondent interacts with on-the-job.

Supervisors: A supervisor is someone in a respondent's line of authority (e.g. a manager).

Supervisee: A supervisee is someone who directly reports to a respondent.

Target: A target is an individual who is subject to a sexual harassment-related behavior or incident.

The UN: Refers to the United Nations system and related entities and specifically, the 31 entities that were included in this survey.

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Introduction

Background and methodology

1.1 Background

In 2018, the United Nations Secretary-General called for a perception survey to obtain evidence-based information on sexual harassment across the United Nations system and related entities ("the UN") globally.

While smaller scale surveys have examined this topic in brief, this is the first ever survey of this nature implemented across the UN family.

Survey Objectives

The intent was to surface critical incidences and perceptions of sexual harassment across the UN, in order to strengthen mechanisms for protection, enhance available support and improve methods of reporting sexual harassment.

In conducting this survey and delivering on this intent, the specific aims of the survey were to identify:

1. The incidence of sexual harassment, as well as perceptions of how incidents of sexual harassment were handled within the UN.
2. Risk indicators, including vulnerable categories of personnel and potential high-risk environments.
3. Reporting rates, challenges and experiences.
4. Awareness levels of staff and non-staff personnel regarding available reporting and support mechanisms.
5. Ways in which the UN could strengthen its prevention, protection and response efforts and more effectively serve the needs of those affected.

Sexual harassment is unacceptable conduct that undermines the core values of the United Nations.

It is an urgent priority to prevent it, to support those affected, and to facilitate a working environment where all feel empowered to report their concerns.

United Nations (2018) Terms of Reference for a Perception Survey on Sexual Harassment for Staff and Non-Staff Personnel

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1.2 Methodology

To meet the objectives outlined by the UN, Deloitte co-designed and implemented an online diagnostic survey tool.

Survey design

The survey design was guided by four broad considerations:

First, the survey was designed with scientific rigor. The scope of measurement and the survey constructs were informed by peer-reviewed academic research. The survey design was led by a team of organizational psychologists and other subject matter experts.

Second, the survey was designed collaboratively with the UN. Regular and ongoing consultation was conducted with the core UN project team. Relevant documentation was shared and reviewed to help ensure the approach would deliver on critical objectives. Two formal rounds of review were also conducted, which allowed all 31 entities to provide feedback on the draft survey and increase suitability across diverse environments.

Third, the survey design was executed with a strong focus on the user experience. Key decision-making was driven by the need to deliver a simple, streamlined, intuitive and user friendly experience that required minimum input for maximum insight.

Fourth, the survey questions and constructs were selected for their ability to produce actionable insights. The intention was to collect data that would translate into meaningful information used to identify practical next steps.

Please see Appendix 4.1 for further information.

Survey implementation

The survey was delivered online and was available for completion from the 6th of November to the 27th of November 2018. The survey was made available to all staff and non-staff personnel across the UN in the six official UN languages: Arabic, Chinese, English, French, Russian, and Spanish.

The survey live period was supported by a communications campaign, organized and executed by the core UN project team. The UN's campaign effort was informed by regular updates on response rates to execute reminders strategically and obtain a valid and reliable sample of respondents.

Safeguards were put in place to maintain respondents' confidentiality and provide access to relevant support mechanisms and reporting channels. Please see Appendix 4.2 for further information.

The survey was made available to all staff and non-staff personnel across the UN

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Survey Findings

The outcomes from the survey

2.1 Prevalence

Focused on the frequency of sexual harassment within the UN system and its related entities

Key findings

Prevalence*

One in three (33%) respondents reported that they had experienced at least one instance of sexual harassment[1] in the last two years (recent prevalence). One in five survey respondents (20.2%) reported experiencing at least one type of sexual harassment prior to 2016 (historical prevalence). The overall prevalence rate was 38.7% (any sexual harassment incident experienced while working with the UN, independent of time period).

Most common types of sexual harassment

The most common forms of recent sexual harassment reported by respondents were: sexual stories or jokes that were offensive (21.7%), offensive remarks about their appearance, body or sexual activities (14.2%), unwelcome attempts to draw them into a discussion on sexual matters (13%), gestures or use of body language of a sexual nature, which embarrassed or offended them (10.9%) and touching which made them feel uncomfortable (10.1%).

Prevalence by gender and age

Respondents who identified as female, transgender, gender non-conforming, and other reported the highest prevalence rates (41.4%, 51.9%, 50.6%, and 50% respectively), relative to other gender identity categories. Relative to other age groups, two in five (43.6%) respondents aged between 25 and 34 reported experiencing sexual harassment.

Prevalence by sexual identity

Within the sexual identity category, respondents who identified as lesbian, gay, and queer reported the highest prevalence rates (53%, 48.4%, and 48.1%, respectively).

Prevalence by employment type

Relative to other employment types, prevalence rates were highest for Junior Professional Officers / Associate Experts, UN Volunteers and Consultants (49.3%, 39% and 38.7%, respectively).

Sexual assault

Most severe forms of sexual harassment (including actual or attempted rape) were experienced by heterosexual females, aged between 35 and 44 years, employed as Professional or General Services personnel in a fixed-term employment.

[1]Using the broad Uniform Definition of sexual harassment in the CEB Model Policy on Sexual Harassment
*Except where otherwise noted, prevalence always refers to incidents of sexual harassment that had occurred in the last two years.

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Prevalence of sexual harassment: Total sample

Context

Respondents were asked to identify whether they had experienced any of the 16 different behavioral forms of sexual harassment. These forms were based on the UN's comprehensive Uniform Definition and ranged from sexual assault, unwelcome touching and coercive advances to sexual jokes, imagery and comments. Respondents were asked to report on both recent and historical experience. Recent experience was defined as within the last two years (2016-2018). Historical experience was defined as any time prior to 2016. Overall prevalence was then calculated as any respondent who reported either a recent or historical incident.

Prevalence

One third of survey respondents (33%) reported experiencing at least one type of sexual harassment while at work within the UN system and its related entities over the past two years. A broad read of the research suggests that these prevalence rates are generally consistent with benchmarks from recent studies[1]. See Appendix 4.5 for further information on prevalence benchmarks.

One in five survey respondents (20.2%) reported experiencing at least one type of sexual harassment prior to 2016. At first glance, this prevalence disparity may suggest that prevalence rates have increased between those two periods. An assumption seemingly supported by the CEB's observation that the number of complaints has increased from 1.5 complaints per 10,000 personnel in 2013-2015 to 2 complaints in 2016-2017 to 6.3 complaints in the first half of 2018[2]. However, caution should be exercised in drawing this conclusion for the following reasons.

First, there are significant challenges to the accuracy of human recall when respondents are asked to report on a distant period. Second, sexual harassment has been the subject of heightened attention following the #MeToo movement, leading to an increased understanding about the nature of sexual harassment and, thus, the ability to identify incidents as they arise. Third, as a general rule, reporting on incidence of sexual harassment increases after an organization has engaged in an awareness raising campaign. Fourth, over half of respondents (58%) agreed or strongly agreed that they have seen an improvement in the way sexual harassment is being addressed within the UN. For these reasons, it is suggested that the prevalence disparity should be noted, but given limited weight. The most considered way of evaluating prevalence would be to use the baseline for 2016-2018 identified in this report for future measures.

Overall, 38.7% reported experiencing at least one sexual harassment incident during their entire time working for the UN.

One in three

Survey respondents (33%) reported experiencing sexual harassment in the last two years.

[1] 33% of employees reported experiencing sexual harassment in the workplace in the past five years: AHRC (2018) Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces. https://www.humanrights.gov.au/sites/default/files/document/publication/AHRC_WORKPLACE_SH_2018.pdf. 40% of women reported experiencing sexual harassment in the US Federal Government: EEOC (2016) Report of the Co-Chairs of the EEOC Select Taskforce on the Study of Harassment in the Workplace https://www.eeoc.gov/eeoc/task_force/harassment/upload/report.pdf. 30% of female medical academics reported experiencing sexual harassment: Jagsi, R., Griffith, K. A., Jones, R, Perumalswami, C. R., Ubel, P., Stewart, A., (2016) Sexual harassment and discrimination experiences of Academic Medical Faculty Journal of the American Medical Association 315 (19) pp 2120-2121.
[2] CEB Progress Report - 3 October 2018.

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Prevalence of sexual harassment: Total sample

Common types of harassment

As shown in Figure 1a, analysis of reported prevalence rates across the potential 16 forms of sexual harassment reveal that the five most common types of sexual harassment experienced over the past two years were:

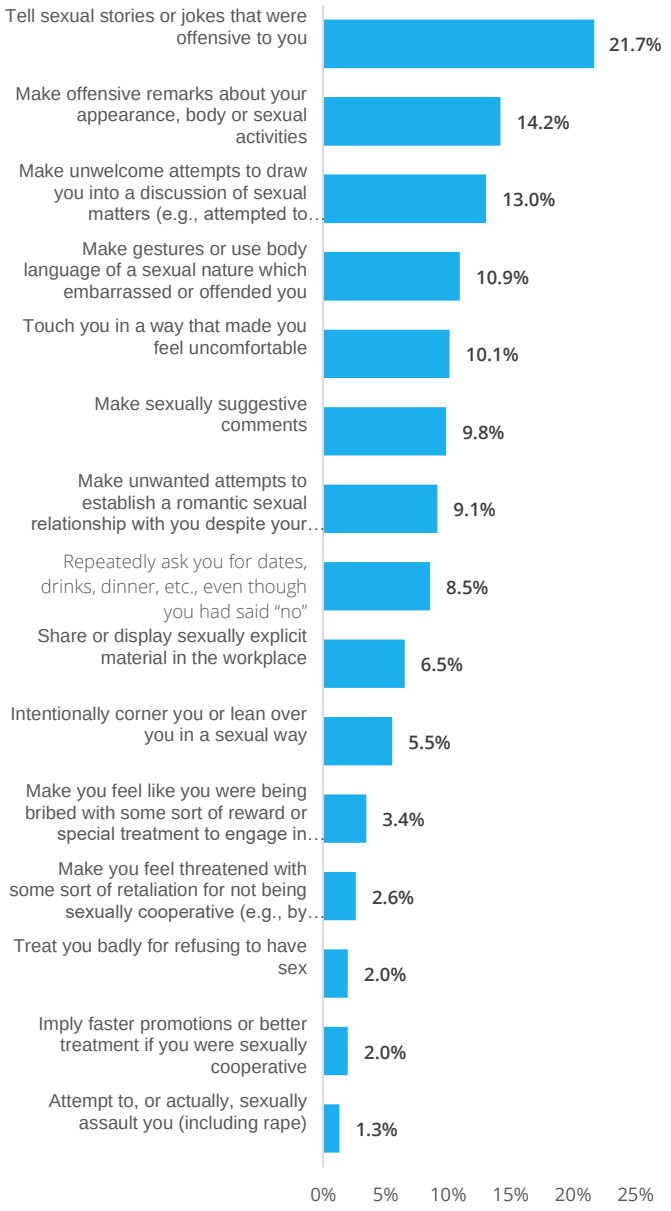
1. Sexual stories or jokes that were offensive (21.7% of respondents)
2. Offensive remarks about their appearance, body or sexual activities (14.2%)
3. Unwelcome attempts to draw them into a discussion of sexual matters (13%)
4. Gestures or use of body language of a sexual nature, which embarrassed or offended them (10.9%)
5. Touching them in a way that made them feel uncomfortable (10.1%)

The US Office of Merit Systems Review and Studies[1] offers a helpful way of categorizing different forms of harassment in terms of its severity. The most severe form is sexual assault or rape (most severe), followed by pressure for sexual favors, touching and calls/letters (severe) and sexual remarks, suggestive looks and pressure for dates (least severe). Using these three categories, the four most common forms of sexual harassment at the UN, arguably, fall into the least severe category. The fifth most common form (touching) falls into the severe category.

While, this might provide some level of comfort, it is noteworthy that these less severe behaviors constitute a sexually hostile working environment, which is a risk factor for more severe forms of sexual harassment as sexual hostility normalizes sexual harassment.[2]

Figure 1a. Proportion of all survey respondents who experienced sexual harassment-related behaviors by type of behavior

Note: Percentages may not add up to 100% as respondents could select as many options as were applicable to their situation



[1]Office of Merit Systems Review and Studies (1981) Sexual harassment in the Federal Workplace: Is it a problem https://www.mspb.gov/netsearch/viewdocs.aspx?docnumber=240744&version=241014&application=ACROBAT.)
[2]Schulte, B., (2018) To combat harassment more companies should try bystander training Harvard Business Review, 31 October 2018.

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Prevalence of sexual harassment: Demographics

Demographic groups

This section looks at prevalence rates[1] for key demographic groups to identify groups that may be more vulnerable to sexual harassment. In all instances, sub-group prevalence rates were compared to the group prevalence rate of 33%. Above the line means greater than the group prevalence rate and below the line means below the group recent prevalence rate.

Prevalence by gender identity

Within the gender identity category, the most vulnerable groups, were transgender, gender non-confirming, other, and female respondents. All four sub-categories were above the benchmark prevalence rate of 33%:

- Those identifying as transgender were 2.1x more likely than males to experience sexual harassment (51.9% vs. 24.1% respectively)
- Those identifying as gender non-conforming were also 2.1x more likely than males to experience sexual harassment (50.6% vs. 24.1%)
- Respondents who identified as an Other gender identity were also 2.1x more likely than males to experience sexual harassment (50% vs. 24.1%)
- Female respondents were 1.7x more likely than male respondents to experience sexual harassment (41.4% vs. 24.1% respectively).

The finding that over 40% of women (6,220 respondents) have experienced sexual harassment in the workplace is comparable with other studies, which estimate prevalence at between 30% and 50% of women[2,3]. Also of importance, is the finding that individuals who identify as non-binary, while small in number (n=70), are disproportionately affected by sexual harassment.

Finally, it is also important to note that although men reported relatively fewer incidents of sexual harassment than women, prevalence amongst men (24.1% or 3,566 individuals) is still relatively high and also on par with other studies[3].

Prevalence by sexual identity

Within the sexual identity category, the most vulnerable groups, ordered from most to least, were lesbian, gay, queer, heterosexual, bisexual and other. Respondents who identified as lesbian, gay, queer and heterosexual were notably above the benchmark prevalence rate of 33%. See Figure 1c.

However, it is important to note that the absolute number of heterosexual respondents (7,623) who experienced sexual harassment is substantially higher than the number of bisexual (612), other (469), gay (234), lesbian (89) and queer (63) respondents.

Figure 1b. Prevalence by gender identity

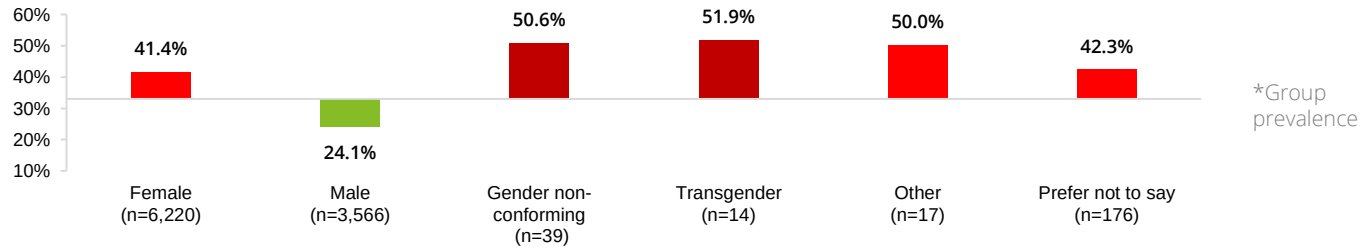
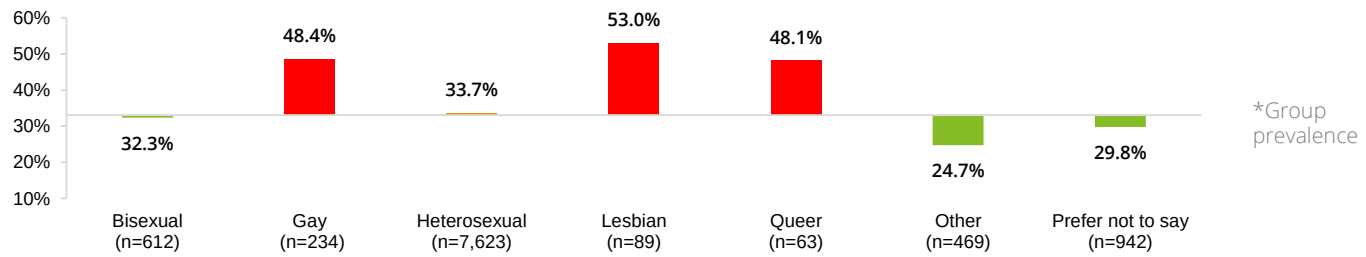


Figure 1c. Prevalence by sexual identity



[1]See 'Key Definitions and Terms' for a detailed definition of prevalence. [2] European Commission (1998), Sexual harassment in the workplace in the European Union, http://www.un.org/womenwatch/osagi/pdf/shworkpl.pdf; [3] AHRC (2018), Everyone's Business: 2018 Sexual Harassment Survey reported 39% of women and 26% of men had experienced sexual harassment. *Except where otherwise noted, prevalence always refers to incidents of sexual harassment that had occurred in the last two years. Note: n = number of respondents who reported experiencing sexual harassment.

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Prevalence of sexual harassment: Demographics

Prevalence by employment category

Examining the proportion of respondents who reported experiencing sexual harassment in each employment category, prevalence was highest among Junior Professional Officers / Associate Experts (49.3%), UN Volunteers (39%) and Consultants (38.7%). See Figure 1d. This result is not surprising, as younger and precariously employed workers are typically more at risk and more vulnerable in the workplace.

Prevalence by grade

Within Grade, the most vulnerable group was Professionals (P1-P5), with a reported prevalence rate of 39.3%. See Figure 1e.

Figure 1d. Prevalence by employment category

*Group prevalence

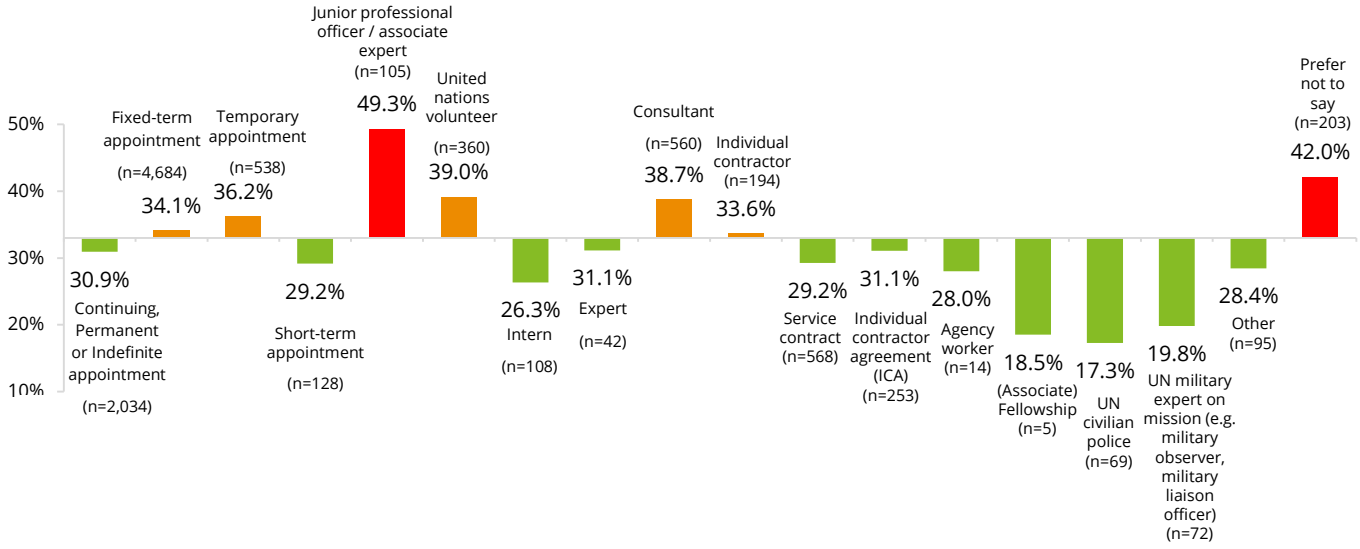
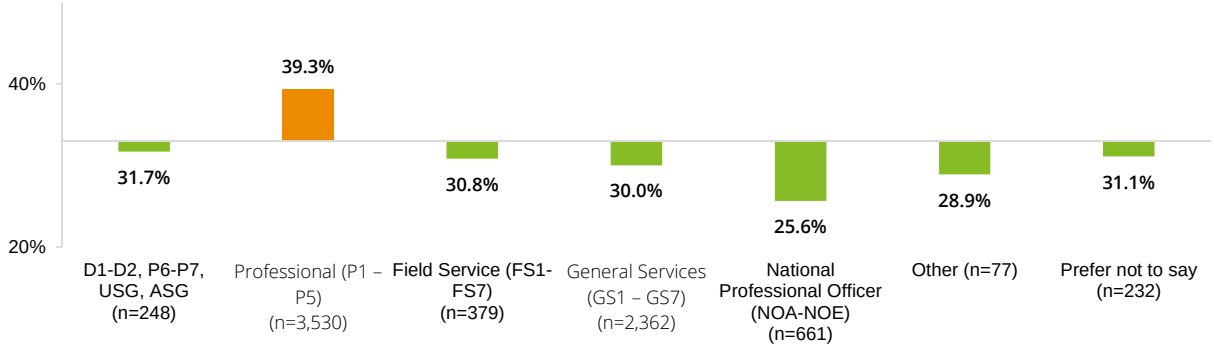


Figure 1e. Prevalence by grade

*Group prevalence



Note: *n* = number of respondents who reported experiencing sexual harassment.

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Prevalence of sexual harassment: Demographics

Prevalence by age

Within the age group category, the most vulnerable group was the 25-34 years group, followed by those in the less than 24 years bracket and the 35-44 years bracket. All three groups were above the benchmark rate of 33%. Interestingly, the second most vulnerable group that was captured chose not to reveal their age, suggesting a lack of perceived psychological safety. Notably, sexual harassment was 2.5 x as prevalent among respondents aged between 25 to 34 years compared to respondents aged 65 and older. Of those aged 25 to 34 years, 43.6% experienced sexual harassment, compared to 17.5% of those aged 65 years and older. See Figure 1f.

Prevalence by tenure

Within the tenure category, the most vulnerable groups were four to five years tenure category, followed by six to 10 years and one to three years. Interestingly, sexual harassment was least likely to be experienced by those who had been working for the United Nations for either a very short period of time (i.e. less than one year) or an extended period of time (i.e. more than 20 years). Results indicated that 20.7% of those who had been working for the UN for less than a year and 26.8% of those working for more than 20 years experienced sexual harassment, compared to 37.1% of those who worked for the UN for one to 10 years. The low prevalence among recent hires is counterintuitive as one might expect new employees to be more vulnerable. See Figure 1g.

Figure 1f. Prevalence by age

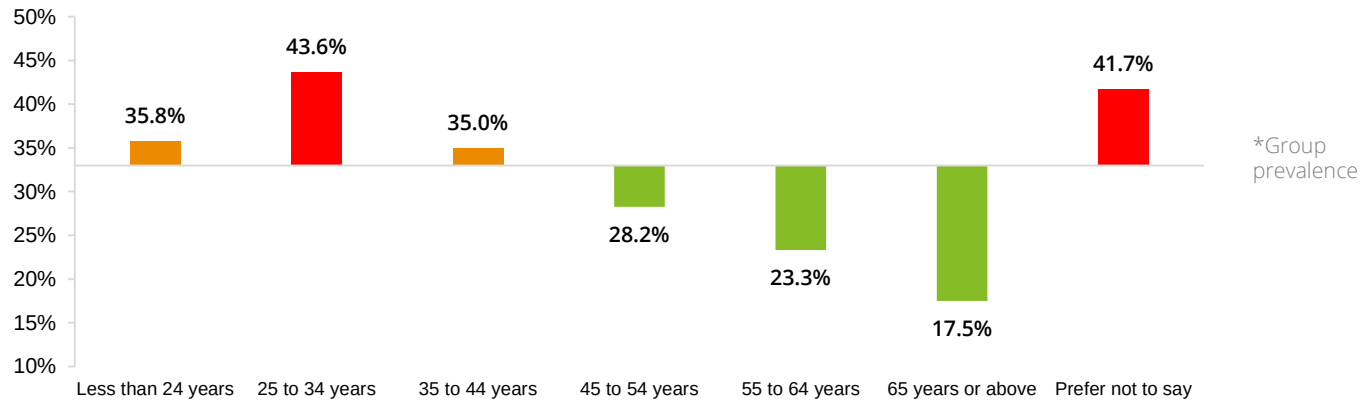
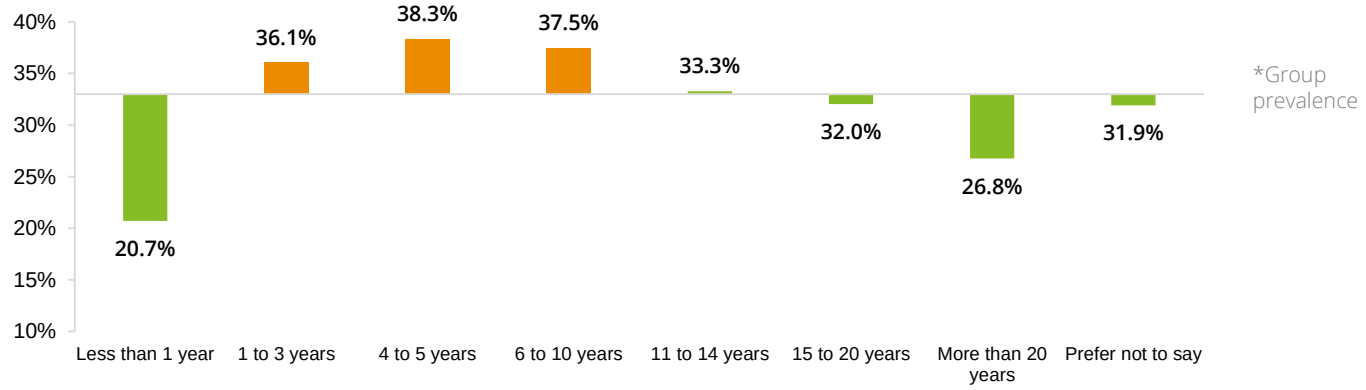


Figure 1g. Prevalence by tenure



Note: *n* = number of respondents who reported experiencing sexual harassment.

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Prevalence of sexual harassment: Demographics

Prevalence by duty station

Based on the survey responses, sexual harassment was more likely to be reported from individuals based in duty stations in Poland followed by Canada, Netherlands, Namibia, Kenya, UK/Ireland, Austria, Italy, United States and Switzerland (top 10 countries). Each of these groups were above the group benchmark of 33%. See Figure 1h.

Sexual harassment was less likely to be reported by individuals based in duty stations in Montenegro, Portugal, Benin, Czechia, Guyana, Cuba, Bulgaria, Saudi Arabia, Turkmenistan and Romania (bottom 10 countries). See Figure 1i.

While the relative prevalence rate was highest in Poland, consistent with the distribution of employees across the UN system and related entities around the globe, the absolute number of respondents who experienced sexual harassment was highest in the following countries: United States (960), Switzerland (886), South Sudan (504), Austria (457), Italy (449), Democratic Republic of the Congo (356), Kenya (275), Thailand (193), and Sudan (186).

Figure 1h. Prevalence by duty station – most prevalent

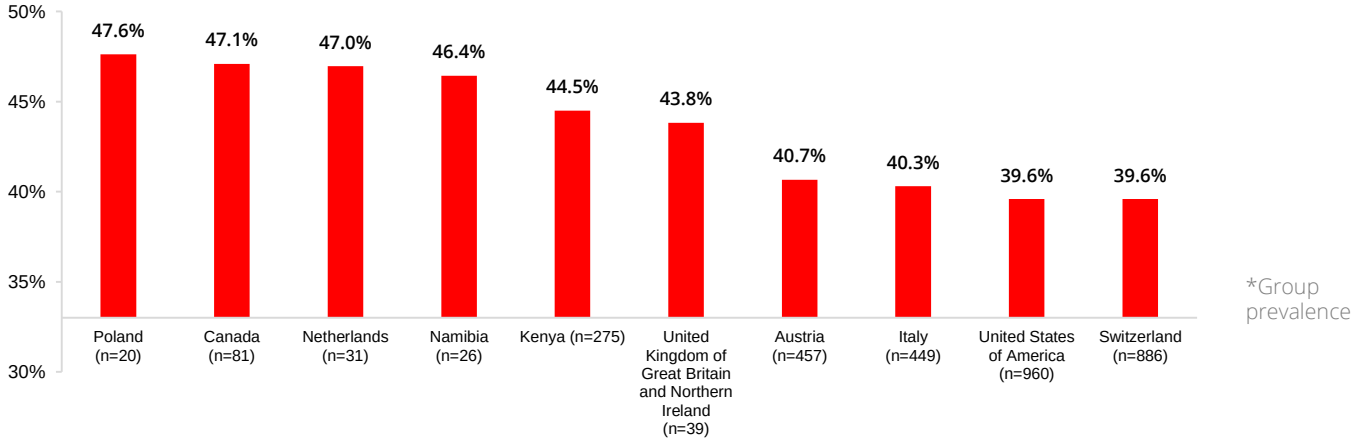
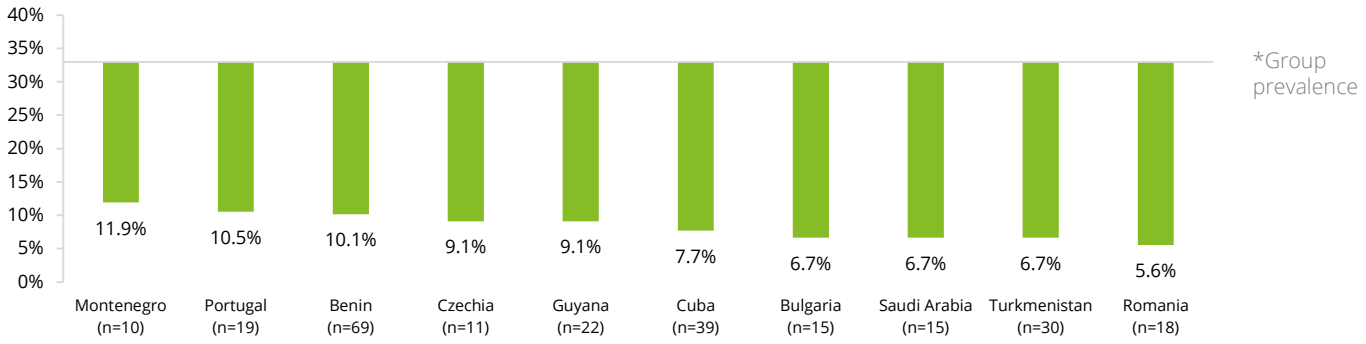


Figure 1i. Prevalence by duty station – least prevalent



Note: *n* = number of respondents who reported experiencing sexual harassment. Countries where *n* < 10 have been excluded from analysis to protect confidentiality.

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Severe forms of sexual harassment: Sexual assault

Sexual assault

The following section expands on the 1.3% of people who indicated that they had experienced an "attempt to, or actually, sexually assault you (including rape)" in the last two years.

Profile of sexual assault victim

Of all survey respondents, 1.3% (394) people reported experiencing actual or attempted sexual assault (including rape) on at least one occasion. This prevalence rate is consistent with the Australian Human Rights Commission (2018) survey, namely of 1%[1]. An examination of the individual characteristics of those who had experienced actual or attempted sexual assault indicates that victims tended have the following profile:

Heterosexual: 61.9% (244)

Female: 57.1% (225)

Aged between 35 and 44 years: 41.9% (165)

Professional or general services personnel: 56.5% (223)

Employed in a fixed-term appointment: 51.3% (202)

UN Photo by Rick Bajornas

Prevalence of sexual assault by country

The prevalence of sexual assault and rape was examined further, to identify its distribution across different locations. To identify the most vulnerable locations, the number of incidents and the proportion of incidents by country was calculated. The following countries reported the highest number (>10) and the highest proportion of incidents (>1.2%) of sexual assault and rape.

From Table 1a it is clear that while South Sudan, Switzerland and the USA have the highest absolute number of individuals reporting sexual assault, Iraq and Ukraine reported the highest proportion of incidents.

Table 1a. Reported incidents of sexual assault (including rape) by country

Country	Absolute number of Targets	Proportion of total respondents from each country
South Sudan	50	3.3%
Switzerland	30	1.3%
United States of America	30	1.2%
Democratic Republic of the Congo	29	2.6%
Afghanistan	21	3.3%
Ukraine	13	3.4%
Central African Republic	12	2.8%
Iraq	12	3.6%

[1]Benchmark data is from a recent AHRC (2018) study using a large sample (n =10,000) and comparable behavioral measures of sexual harassment: Australian Human Rights Commission (2018) Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces. https://www.humanrights.gov.au/sites/default/files/document/publication/AHRC_WORKPLACE_SH_2018.pdf

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2.2
Target Experience

Focused on the nature, the impact and the action that followed the experience of sexual harassment in the last two years

Key findings

Overall, 10,032 out of the total 30,364 respondents (33%) experienced a recent incident of sexual harassment in the last two years.

Setting for workplace sexual harassment*

Targets reported that more than half of sexual harassment experiences had occurred in the office environment (58.3%). The second most commonly reported setting for sexual harassment was at work-related social events (17.1%).

Characteristics of harassers

Targets reported that two out of three harassers were male (68.4%) and one out of three harassers were aged between 45 and 54 years (30.6%). Further, targets reported that approximately half of harassers were colleagues (51.4%) and one in four were supervisors or managers (24.3%). Nearly one in 10 harassers were senior leaders (12%).

Responses to experiencing sexual harassment

Only one in three targets (33.5%) reported that they took action as a result of experiencing sexual harassment. Of those who did take action, the most common response was for targets to deal with it themselves (37%). Targets indicated that they were more likely to seek support from colleagues (26.4%) or supervisors (21.9%) rather than make a formal report.

Barriers to reporting the experience

One in two targets (51.3%) reported that they felt the incident was too minor to take action. Two additional barriers to reporting were fears that reporting would have a negative impact on the target's career (19%) and that complaints would not be taken seriously (18%).

Outcomes of taking action

Of those targets who did formally report or seek support, almost half (43.4%) indicated that they were satisfied or very satisfied with the outcome. Of those targets who did take action following an incident of sexual harassment, one in four (25.1%) reported that the harassment stopped or was otherwise resolved (23.2%). However, nearly one in four targets (23.3%) were dissatisfied or very dissatisfied with the outcome.

Impact of sexual harassment on targets

Targets reported that the most common emotional responses to the incident were anger (34.6% very or extremely angry) and offense (32.5% very or extremely offended). Results also highlighted impacts on job-related attitudes: almost one in two targets reported that they had experienced some negative impact on their performance at work (44%), while nearly one in five experienced low job satisfaction at the time of incident (16.5%) and/or some intention to leave their job (29%) as a result of the sexual harassment.

*Except where otherwise noted, sexual harassment always refers to incidents that had occurred in the last two years.

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Nature of the incident

Experiences of sexual harassment

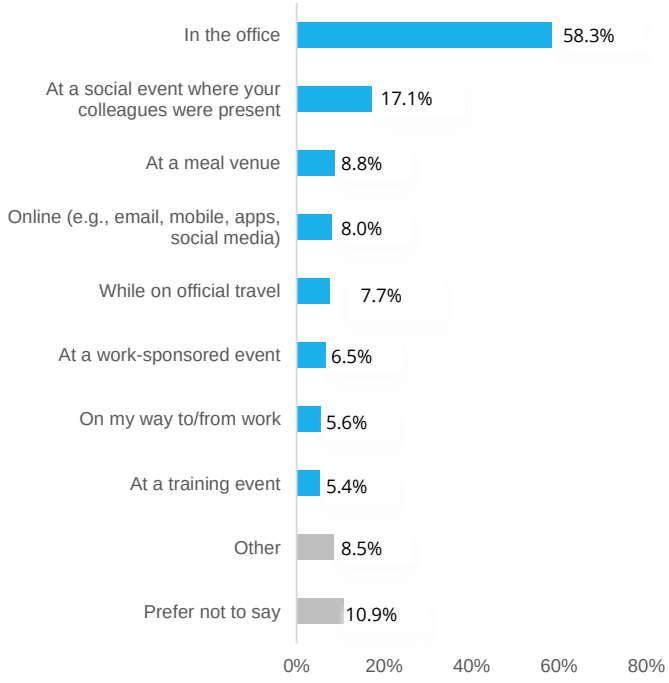
Of the 30,364 individuals who responded to the Safe Space survey, one third (33%) indicated that they had experienced incident(s) of sexual harassment in the last two years (2016-2018). The following section explores the nature of those incidents in more detail.

Setting for workplace sexual harassment

Respondents reported that over half of sexual harassment incidents occurred in the office environment (58.3%). The second most common setting for sexual harassment was at work-related social events (17.1%). In other words, sexual harassment was experienced in the context of respondent's routine or day-to-day work environment. Further, almost 10% of experiences (equating to over 800 survey respondents) occurred online (e.g. via social media or a mobile phone), highlighting that work-related sexual harassment reaches well beyond the physical workplace. See Figure 2a.

Figure 2a. Reported setting for sexual harassment experiences

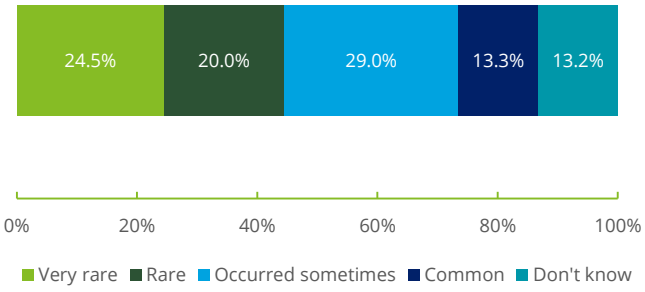
Note: Percentages may not add up to 100% as respondents could select as many options as were applicable to their situation



Frequency of workplace harassment

Respondents were asked to reflect on how common sexual harassment was in their workplace at the time of the incident. Results were mixed: almost half of respondents (44.5%) suggested that sexual harassment was rare or very rare at the time of the experience. However, others suggested that it was more frequent, occurring sometimes (29%) or more commonly (13.3%). See Figure 2b.

Figure 2b. Frequency with which sexual harassment occurred in respondent's workplace



UN Photo by Fred Noy

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Characteristics of harassers

Characteristics of harassers

Respondents were asked to identify the characteristics of their harasser. These characteristics included the harasser's gender and age as well as their relationship to the target.

Gender and age

Results indicated that more than two in three harassers were male (68.4%). Females were identified as the harasser in approximately one in 10 cases (15.9%). Harassers tended to be aged 35 years and above, with the most common age bracket being between 45 and 54 years (30.6%). See Figures 2c and 2d.

Figure 2c. Reported gender of harasser

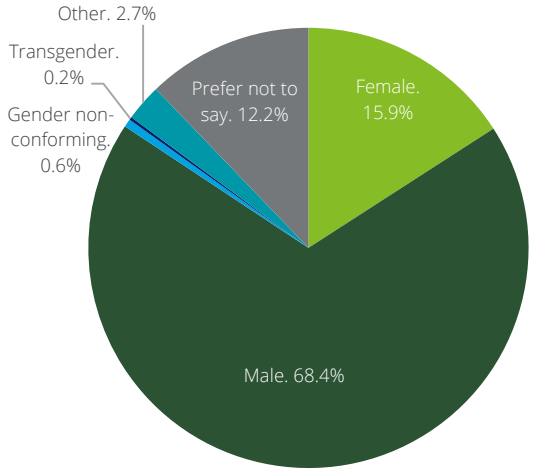
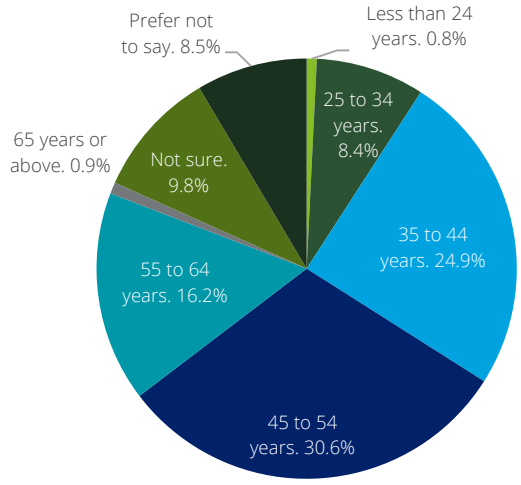


Figure 2d. Reported age of harasser

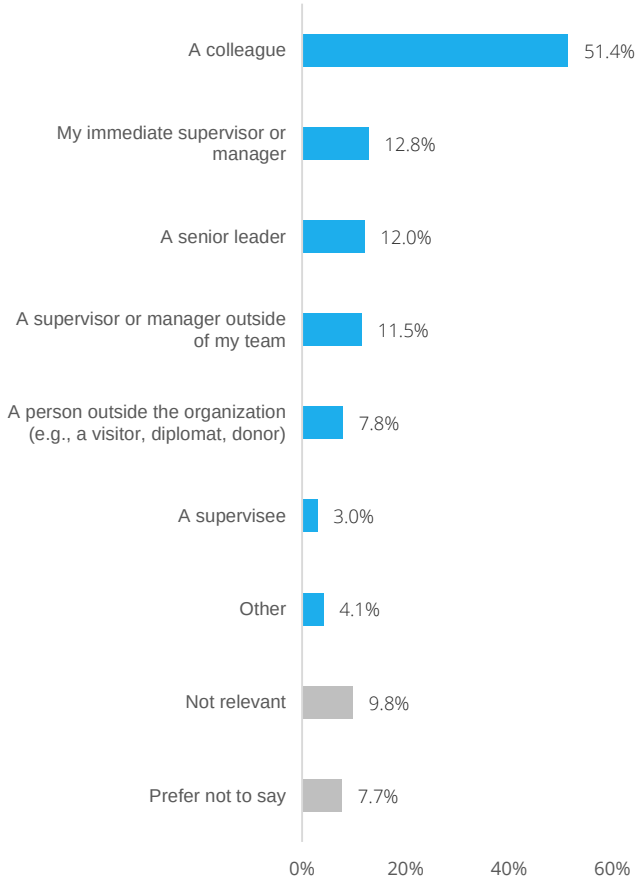


Relationship to target

One in two harassers were colleagues (51.4%). However, more than one in three harassers were persons who had supervisory, management or senior leadership responsibilities (36.3% combining senior leaders and direct or indirect supervisors). See Figure 2e. This is noteworthy given the likelihood of a power imbalance between the target and their harasser, making it more difficult for the target to directly address the harassment. This also has significant implications for the creation of a zero tolerance workplace when those in authority are complicit.

Figure 2e. Reported relationship of harasser to target

Note: Percentages may not add up to 100% as respondents could select as many options as were applicable to their situation



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Responses to sexual harassment incidents

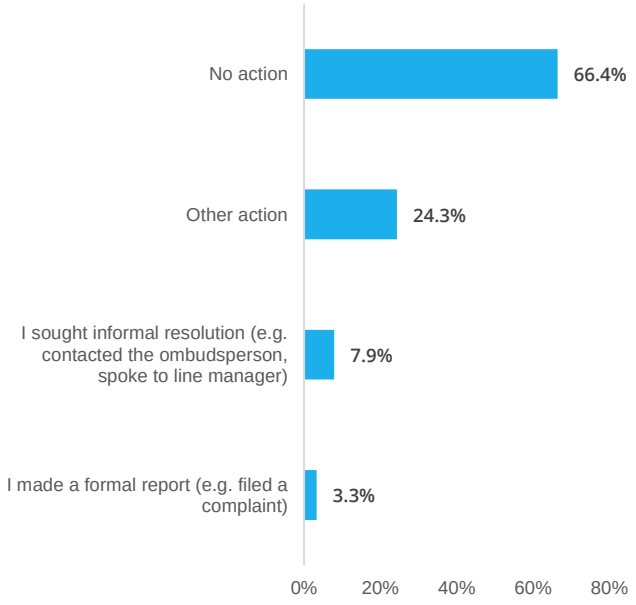
Responses to sexual harassment incidents

Respondents were asked to share what, if any, action they had taken following an incident of sexual harassment.

As shown in Figure 2f, only one in three targets (33.5%) took action as a result of experiencing sexual harassment. Of those targets who did take action, only 3.3% made a formal report (e.g. filed a complaint) and a further 7.9% sought an informal resolution (e.g. contacted the ombudsperson, spoke to line manager).

Figure 2f. Action taken in response to experiencing a sexual harassment incident

Note: Percentages may not add up to 100% as respondents could select as many options as were applicable to their situation

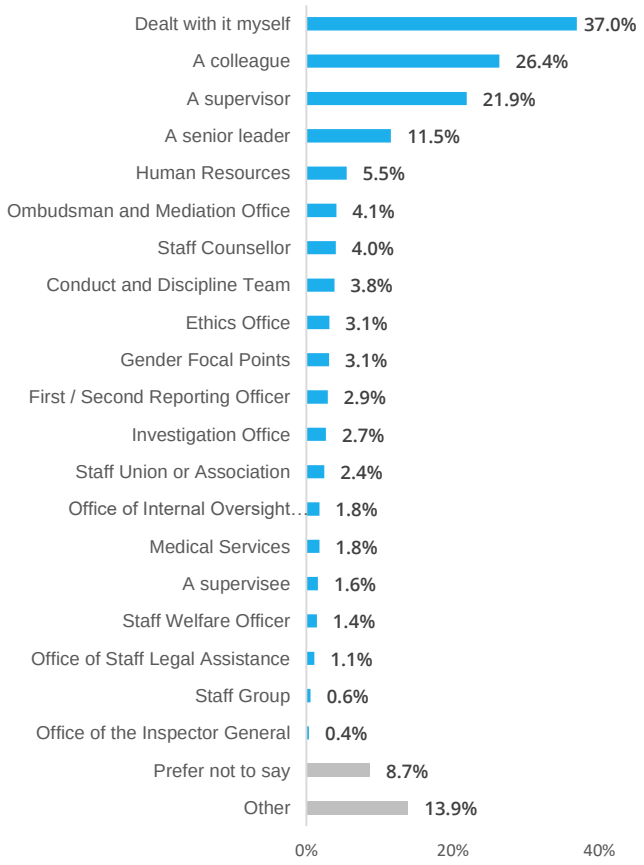


The 3,369 targets who did take action were then asked to provide further information about their response. There was considerable variability in this regard. The most common response was for targets to deal with the behavior themselves (37%).

Targets indicated that they were more likely to seek support from informal channels such as colleagues (26.4%), supervisors (21.9%) or senior leaders (11.5%). Respondents were less likely to report through formal channels such as Human Resources (5.5%), the Staff Counsellor (4%) or the Conduct and Discipline team (3.8%). This finding is consistent with the CEB's observation that under-reporting is a reality across the system. See Figure 2g.

Figure 2g. Actions taken in response to experiencing a sexual harassment incident – detailed options

Note: Percentages may not add up to 100% as respondents could select as many options as were applicable to their situation



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Decisions about reporting

Reasons for not taking action

Targets who did not take action following the sexual harassment incident were asked to report on their reasons. Of the 6,663 targets who did not take action, one in two (51.3%) felt that the incident was not significant enough to take action. It is unclear whether respondents would have preferred to take action. Nevertheless, a failure to take action may contribute to an "informal culture of silence and permissiveness",[1] as described by the CEB Task Force on sexual harassment, and could pave the way for more severe incidents to occur.

Also of note is that 19% thought that reporting would have a negative impact on their career and 18% thought that they would not be taken seriously. See Figure 2h.

UN Photo by Kim Haughton

Figure 2h. Reasons why targets did not take action in response to a sexual harassment incident

Note: Percentages may not add up to 100% as respondents could select as many options as were applicable to their situation

[1]CEB Task Force (2018).

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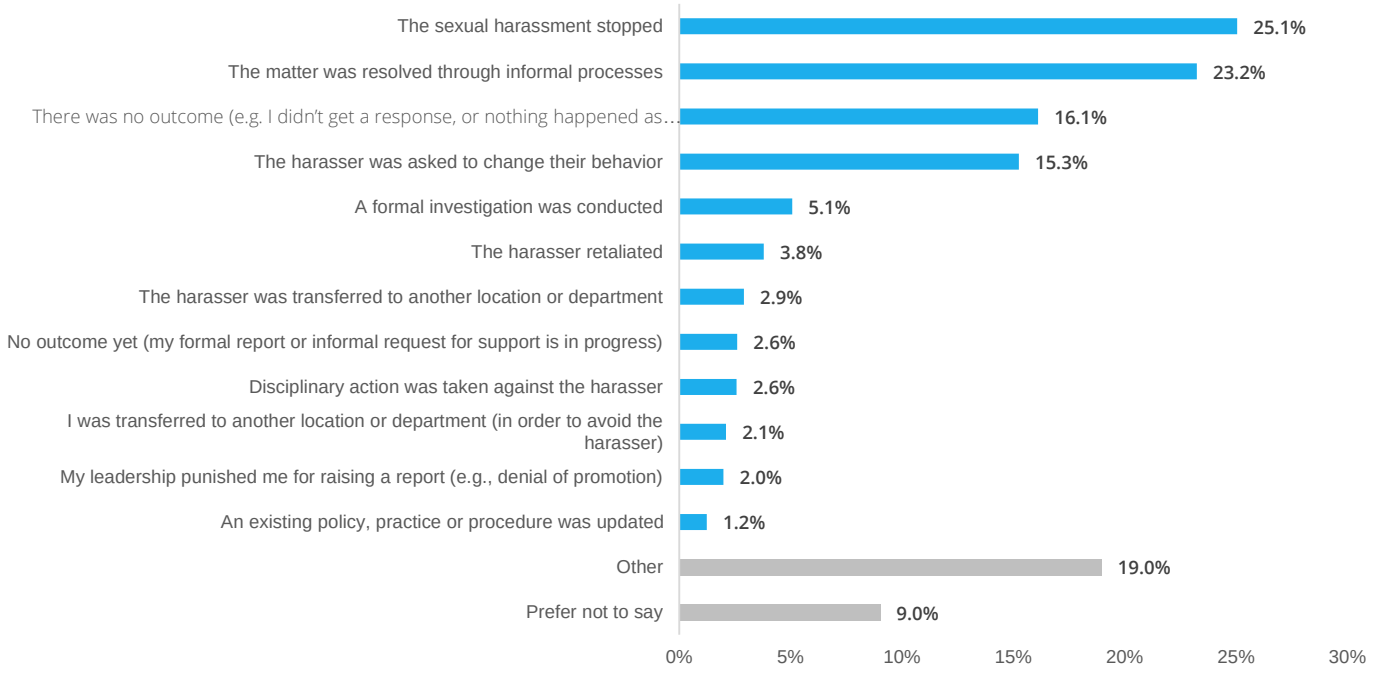
Outcomes of reporting

Outcomes of taking action

Of those targets who did take action following an incident of sexual harassment, one in four (25.1%) reported that the harassment stopped or was otherwise resolved (23.2%). On the other hand, 16.1% reported that there was no outcome. See Figure 2i.

Figure 2i. Outcome of reporting of sexual harassment incidents

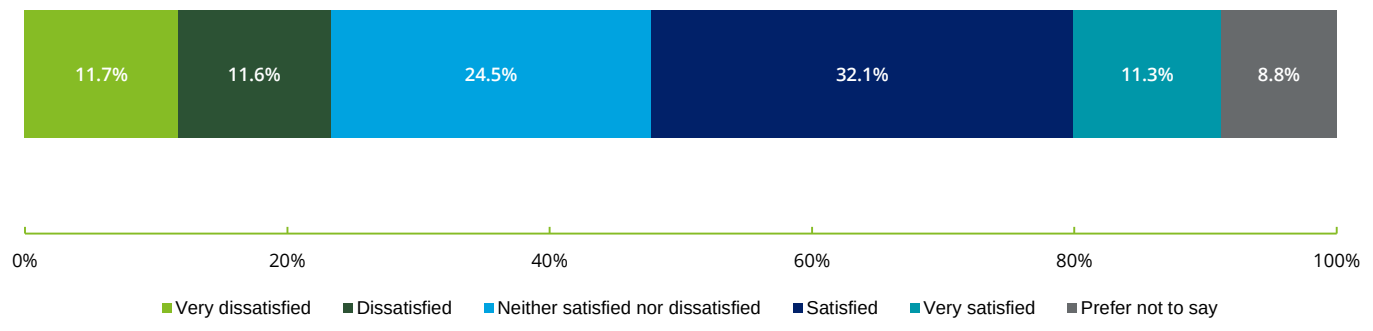
Note: Percentages may not add up to 100% as respondents could select as many options as were applicable to their situation



Satisfaction with outcome

Of those who did formally or informally report sexual harassment, almost half (43.4%) were satisfied or very satisfied with the outcome. However, nearly one in four targets (23.3%) were dissatisfied or very dissatisfied suggesting that there is still room for improvement in how sexual harassment complaints are handled across the UN. See Figure 2j.

Figure 2j. Satisfaction with the outcome of reporting a sexual harassment incident



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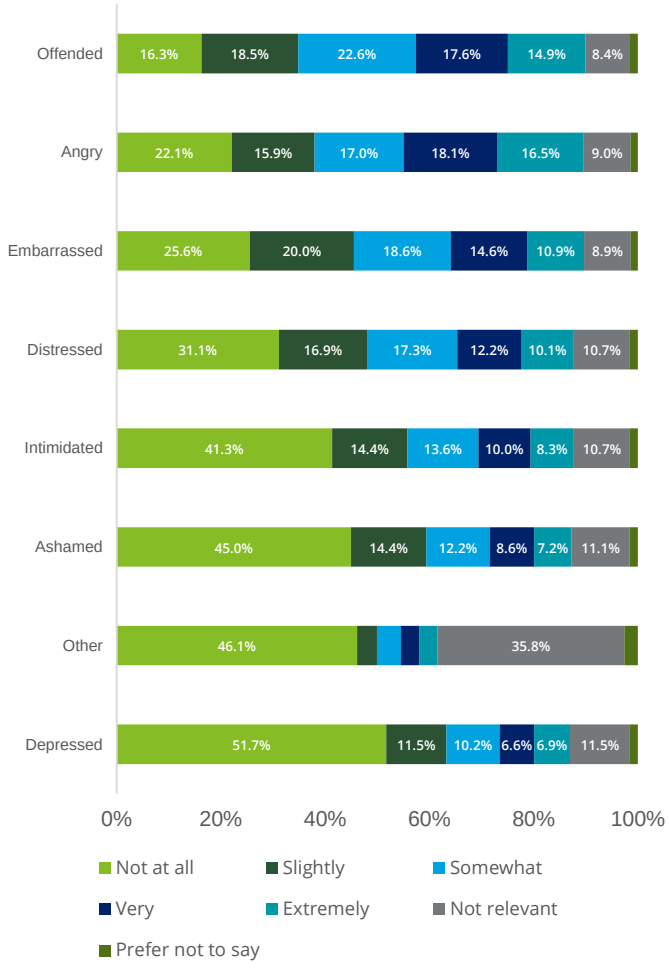
Impact of sexual harassment on individuals

Respondents who had experienced sexual harassment were asked to reflect on the impact that the incident had on them at the time of the incident. Consideration was given to emotional impact, impact on performance, job satisfaction and organizational commitment.

Emotional impact

The most common emotional response to the incident was anger (34.6% very or extremely angry) and offense (32.5% very or extremely offended). Respondents also reported feeling distressed, intimidated, ashamed or depressed. See Figure 2k.

Figure 2k. Proportion of targets who experienced a negative emotional impact at the time of the sexual harassment incident



Performance and engagement impact

Further, at the time of the sexual harassment incident, almost one in two respondents reported that they had experienced some negative impact on their performance at work (44%), nearly one in five had low job satisfaction at the time of incident (16.5%), and/or some intention to leave their job (29%) as a result of the sexual harassment. See figures 2l, 2m and 2n.

Figure 2l. How often the sexual harassment incident impacted upon the target's work performance

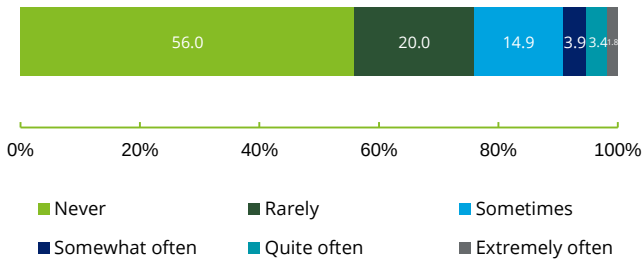


Figure 2m. Target's reported job satisfaction at the time of the incident

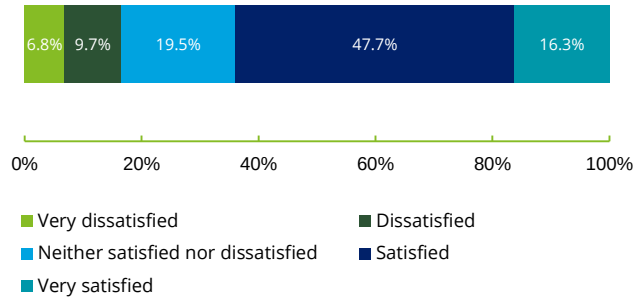
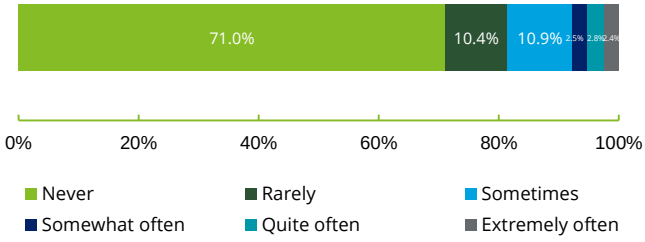


Figure 2n. Impact of sexual harassment incident upon target's intention to leave



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2.3 Witness Experience

Focused on recent witness experience, including the impact of observing harassment in the last two years and the action that followed the experience

Key findings

Overall, 9,107 out of the total 30,364 respondents (30%) indicated that they had witnessed a sexual harassment incident in the last two years.

Nature of the witness experience

Witnesses reported that the most commonly witnessed sexual harassment* behavior was sexual stories or jokes that were offensive to another employee (15.9%).

Responses to witnessing sexual harassment

Approximately three in five respondents who witnessed sexual harassment reported that they took action as a result (58.7%). Nearly one quarter of witnesses (24.1%) reported that they chose to directly intervene.

Barriers to reporting

Two in five witnesses (40.3%) reported that they felt that the incident was too minor to take action. Approximately one in five (22.7%) witnesses indicated that they thought they would not be taken seriously and/or thought the issue would not be addressed effectively (21%).

Characteristics of witnesses who took action

The likelihood of taking direct action (e.g. approaching the harasser) increased with age and tenure. According to the responses, male witnesses (28.5%) were slightly more likely to take direct action, than female witnesses (21.3%).

Impact of sexual harassment on witnesses

Nearly one in two (45.5%) witnesses to sexual harassment behaviors reported that the incident made them feel very or extremely angry and two in five (40.6%) reported that they felt very or extremely offended.

Differences between target and witness behavior

Witnesses and targets reported a similar picture of sexual harassment incidents in terms of prevalence and nature of experiences. However, witnesses were more likely to take some action as a result of the experience (58.7%) compared to targets (33.5%).

*Except where otherwise noted, sexual harassment always refers to incidents that had occurred in the last two years.

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Prevalence of witnessed incidents

Context

Under-reporting of sexual harassment is a common problem in many workplaces, which can make the true prevalence and impact of sexual harassment hard to determine in organizations. Witnesses of sexual harassment, therefore, provide a critical source of information around the prevalence of sexual harassment behaviors. They also have an important role to play in responding to behaviors as they occur. Further, as highlighted by the Australian Human Right Commission below, understanding the percentage of individuals who have witnessed sexual harassment in the workplace, as well as who do and do not report (and why) can shed light on an organization's overall tolerance for and acceptance of such behaviors.

To better understand the prevalence and experiences of witnesses to sexual harassment within the UN, respondents were asked to identify whether they had witnessed any of the 16 different behavioral forms of sexual harassment, as per the approach taken in relation to target experiences. Behaviors ranged from sexual assault, unwelcome touching and coercive advances to sexual jokes, imagery and comments. Again, witnesses were asked to report both recent and historical experiences.

Prevalence

Nearly one third (30%) of survey respondents indicated that they had witnessed some form of sexual harassment in the last two years. This is consistent with the prevalence rates reported by targets.

One in three

Nearly one third (30%) of survey respondents had witnessed sexual harassment.

"Frequent witnessing of sexual harassment, particularly where action may not be taken by an employer to prevent or remedy it, may be an indicator of a workplace culture that tolerates or does not adequately respond to sexual harassment".

The Australian Human Rights Commission (2018) Fourth National Survey on Sexual Harassment in Australian Workplaces

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Nature of the witnessed incident

Common types of harassment

As shown in Figure 3a, witnesses reported that the most commonly observed sexual harassment incidents were:

- Sexual stories or jokes that were offensive to another employee (15.9%);
- Differential treatment of another employee because of their gender or sexual identity (12.4%), and
- Offensive remarks about another employee's appearance, body or sexual activities (12%).

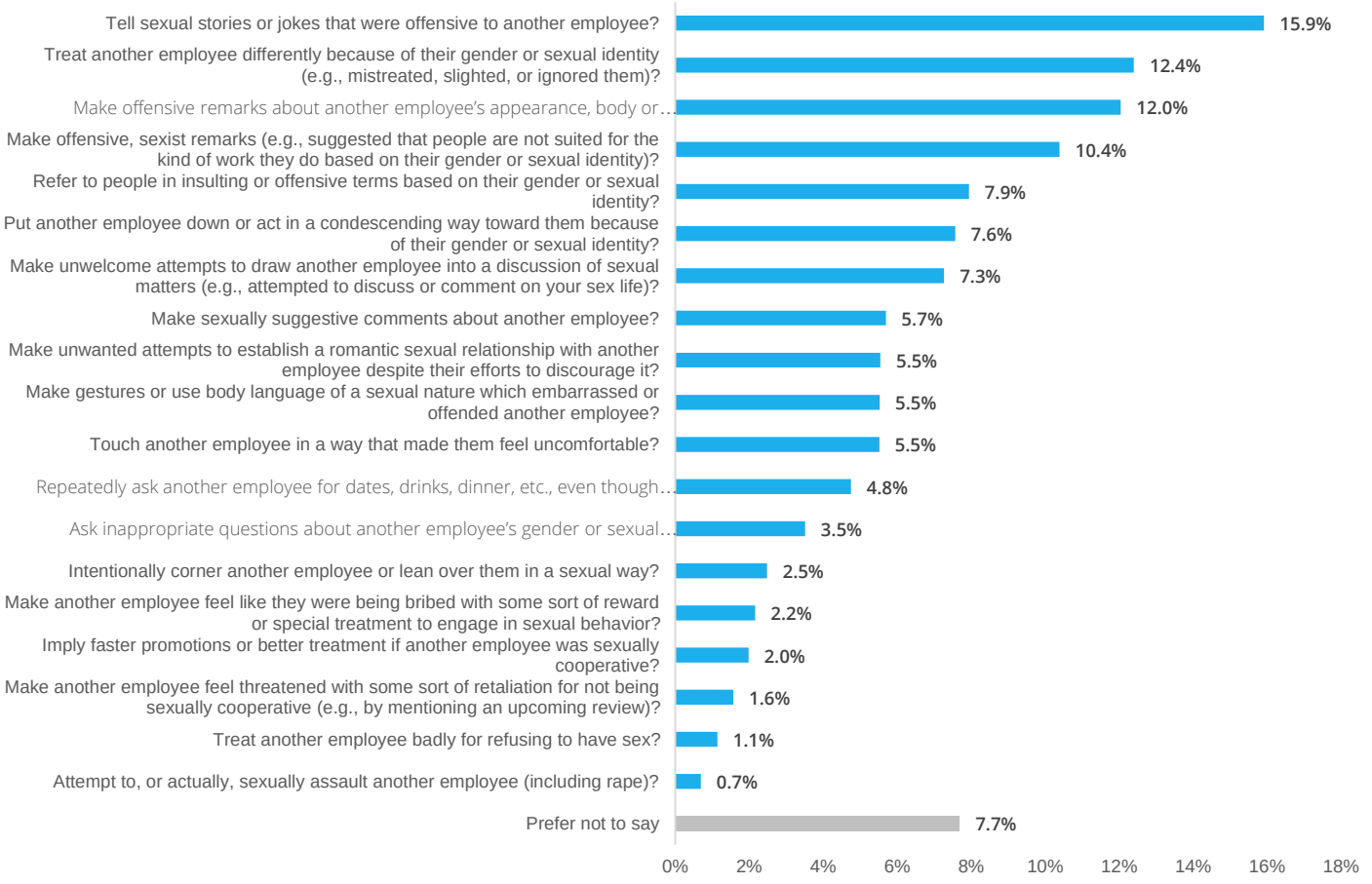
Two of these top three incidents (jokes and offensive remarks) are consistent with the nature of incidents as reported by targets.

"Preventing sexual harassment requires both explicit rules and a common understanding of what is valued and what is expected by leaders and peers."

CEB Task Force on Addressing Sexual Harassment within the Organizations of the UN System (2018)

Figure 3a. Percentage of personnel who reported observing the following sexual harassment related behaviors during the last two years (2017-2018).

Note: Percentages may not add up to 100% as respondents could select as many options as were applicable to their situation



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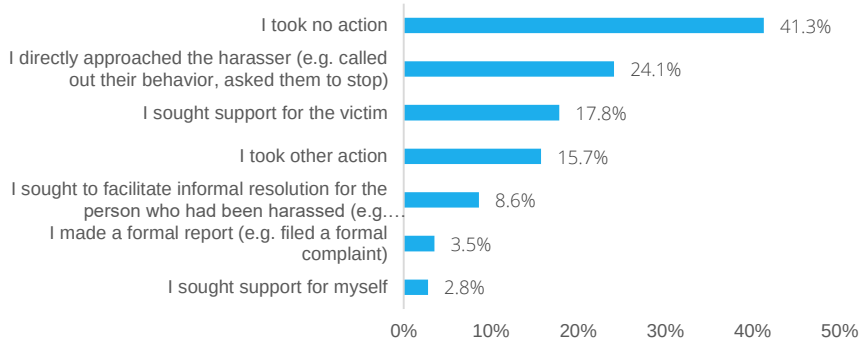
Responses to witnessed incidents

Responses to witnessing sexual harassment

Approximately three in five people who witnessed sexual harassment took action as a result (58.7%). Nearly one quarter of witnesses (24.1%) chose to directly intervene. The most common response was to directly approach the harasser (e.g. to call the behavior out or ask the harasser to stop). See Figure 3b.

Figure 3b. Action taken in response to witnessing a sexual harassment incident

Note: Percentages may not add up to 100% as respondents could select as many options as were applicable to their situation

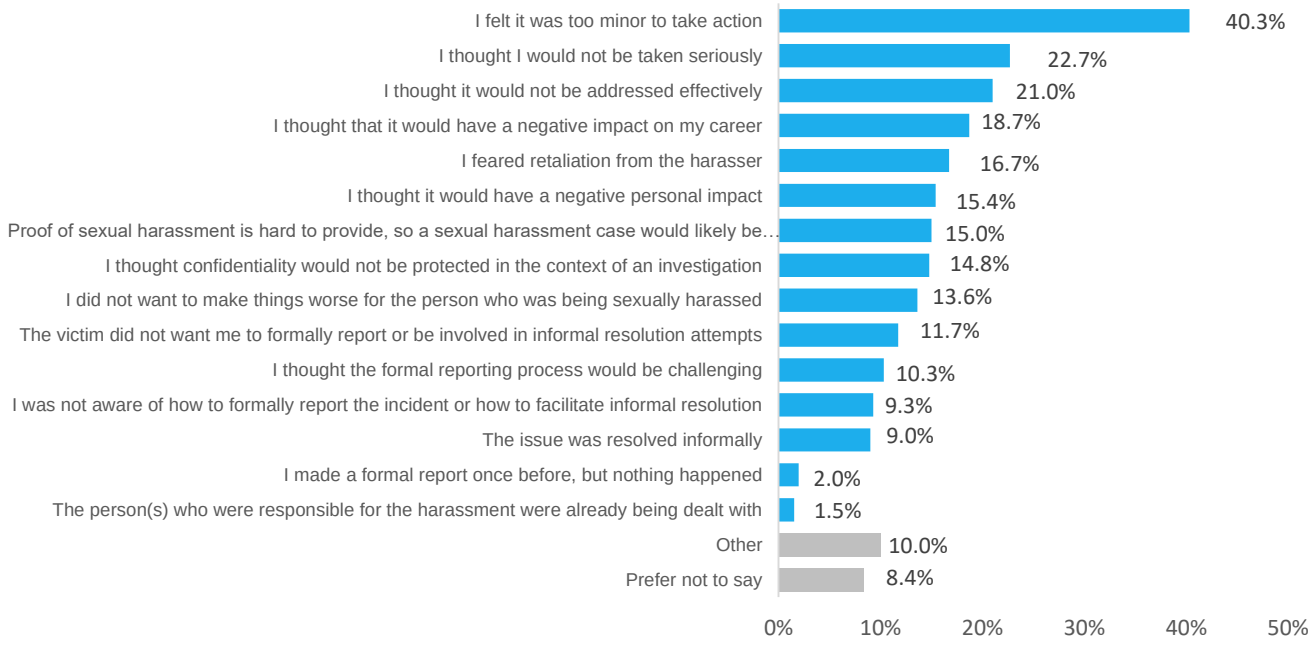


Decisions about reporting witnessed sexual harassment

Nearly two in five witnesses (40.3%) felt that the incident was too minor to take action, as shown in Figure 3c. Moreover, approximately one in five (22.7%) thought they would not be taken seriously and or thought the issue would not be addressed effectively (21%). These reasons are consistent with those expressed by targets regarding their own reporting decisions. Notably however, the CEB Taskforce observed that in 2017 88% of complaints were filed by targets of sexual harassment, with only one in 10 non-victims (9%), reporting an incident. This suggests that witnesses do not feel empowered to intervene and protected once they have intervened.

Figure 3c. Actions taken in response to witnessing a sexual harassment incident – detailed options

Note: Percentages may not add up to 100% as respondents could select as many options as were applicable to their situation



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Characteristics of witnesses

Witnesses who took action

Gender identity

When considering the demographics of those who took action, male witnesses reported that they were the most likely to act after witnessing sexual harassment (e.g. 5.6% of males formally report compared to 2.1% of females; 28.5% of males directly approached the harasser compared to 21.3% of women). See Table 3a. A key finding here was also that witnesses who identified themselves as Gender Non-Conforming, Transgender or Other tended not to take action (or indeed preferred not to identify themselves). This result is not surprising given that, as previously mentioned, these groups are more vulnerable to sexual harassment and therefore may feel less empowered to come forward. Supporting this interpretation, Deloitte's research has shown that minority groups are generally less likely to speak up and challenge the status quo due to a reduced sense of personal agency and psychological safety.[1]

Age range and tenure

The likelihood of taking direct action also appeared to increase with age and tenure. From Table 3a, an upward trend can be observed whereby people were more likely to directly approach the harasser if they were older or had worked with the UN for a longer period of time.

Table 3a. Nature of witness reporting by gender, age and tenure

	I made a formal report (e.g. filed a formal complaint)	I sought to facilitate informal resolution for the person who had been harassed (e.g. contacted the ombudsperson, spoke to line manager)	I directly approached the harasser (e.g. called out their behavior, asked them to stop)
Gender			
Female	**2.1%**	**8.2%**	**21.3%**
Male	**5.6%**	**9.2%**	**28.5%**
Gender non-conforming	-	-	-
Transgender	-	-	-
Other	-	-	-
Prefer not to say	-	**7.2%**	**17.6%**
Age			
Less than 24 years	-	-	-
25 to 34 years	**2.3%**	**7.2%**	**17.2%**
35 to 44 years	**3.6%**	**8.2%**	**23.5%**
45 to 54 years	**4.2%**	**10.2%**	**28.9%**
55 to 64 years	**4.2%**	**9.2%**	**30.9%**
65 years or above	-	-	**42.3%**
Prefer not to say	-	**9.2%**	**19.8%**
Tenure			
Less than 1 year	**4.1%**	**7.5%**	**16.8%**
1 to 3 years	**2.4%**	**7.8%**	**19.5%**
4 to 5 years	**2.4%**	**8.4%**	**22.2%**
6 to 10 years	**3.8%**	**8.2%**	**23.8%**
11 to 14 years	**4.3%**	**10.6%**	**26.6%**
15 to 20 years	**4.6%**	**8.5%**	**29.3%**
More than 20 years	**3.3%**	**9.5%**	**30.6%**
Prefer not to say	-	-	**19%**

Note. Where count ≤ 10, data is not reported to protect confidentiality.
[1]Deloitte (2018) Inclusive Leadership Assessment Benchmarks. Unpublished database.

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Impact of sexual harassment on witnesses

Context

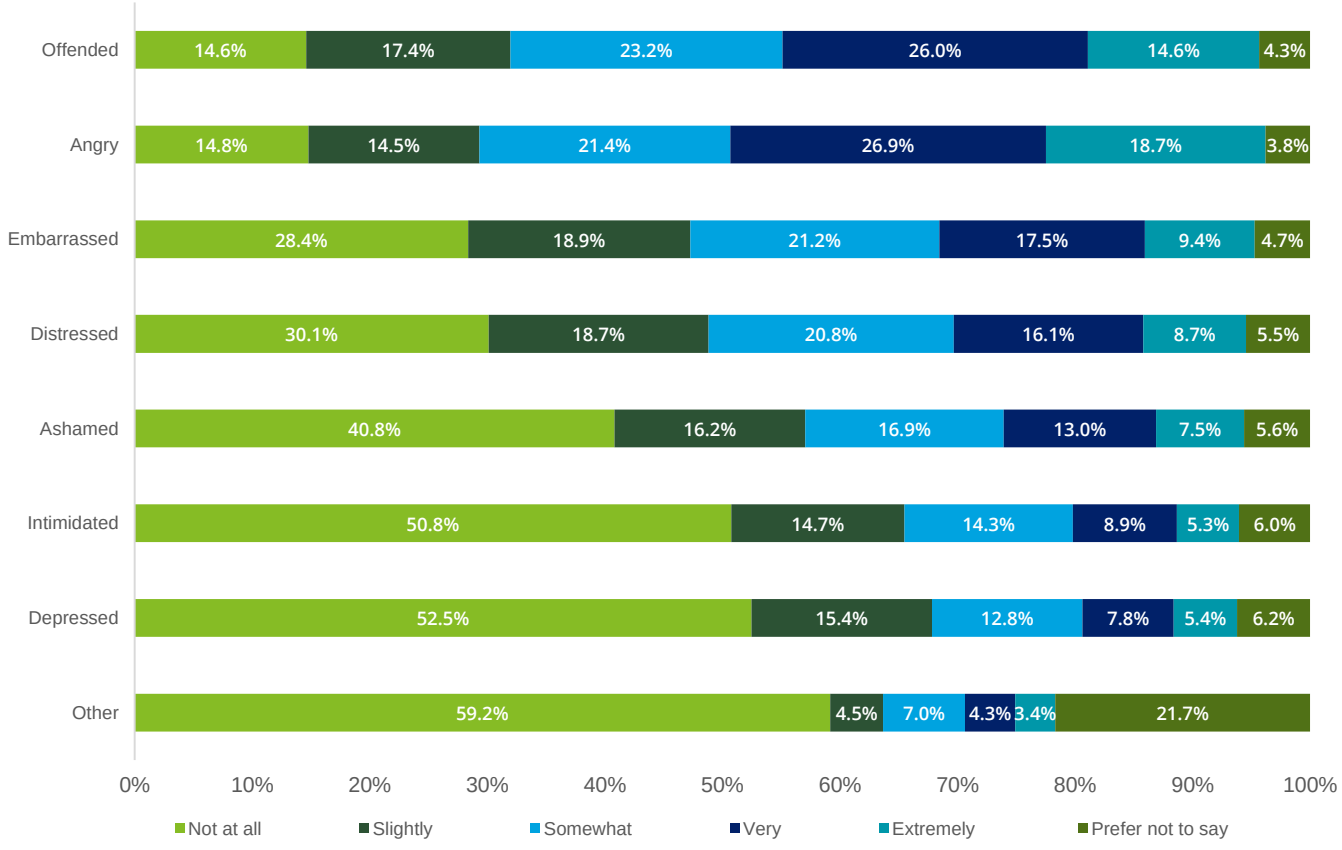
There is growing evidence to suggest that experiencing sexual harassment can have an adverse emotional impact on witnesses as well as the targets themselves.1 Therefore, respondents who had witnessed sexual harassment were asked to reflect on the impact that the incident had on them at the time of the incident.

Emotional impact

As shown in Figure 3d below, respondents who had witnessed sexual harassment were asked to reflect on the impact that the incident had on them at the time of the experience. Of the 9,107 respondents who witnessed sexual harassment in the last two years (2016-2018), nearly one in two (45.5%) reported that the incident made them feel very or extremely angry and two in five (40.6%) reported that they felt very or extremely offended.

See Figure 3d for the other emotional responses experienced by witnesses.

Figure 3d. Proportion of witnesses who experienced the following at the time of witnessing an incident of sexual harassment



[1]Schneider, K. (1996). Bystander Stress: Effects of Sexual Harassment on Victims' Co-workers. Paper presented at the 104th Annual Convention of the American Psychological Association, Toronto, Ontario, Canada, August 9-13.

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2.4 The Work Environment

Focused on the organizational culture as it relates to sexual harassment, as well as incivility and inclusion

Key findings

Tolerance for sexual harassment

Positively, nearly three quarters of respondents (71.1%) reported that sexual harassment is not tolerated in their workplace.

Tone from the top

Nearly three quarters of respondents (70.7%) reported that their immediate supervisor demonstrates zero tolerance for sexual harassment. The rate was lower for senior leaders (59.2%).

Prevention and response

Two thirds of respondents (65.2%) reported that actions were taken to prevent sexual harassment. One in four (25.1%) reported that the sexual harassment stopped as a result of actions taken.

Accountability

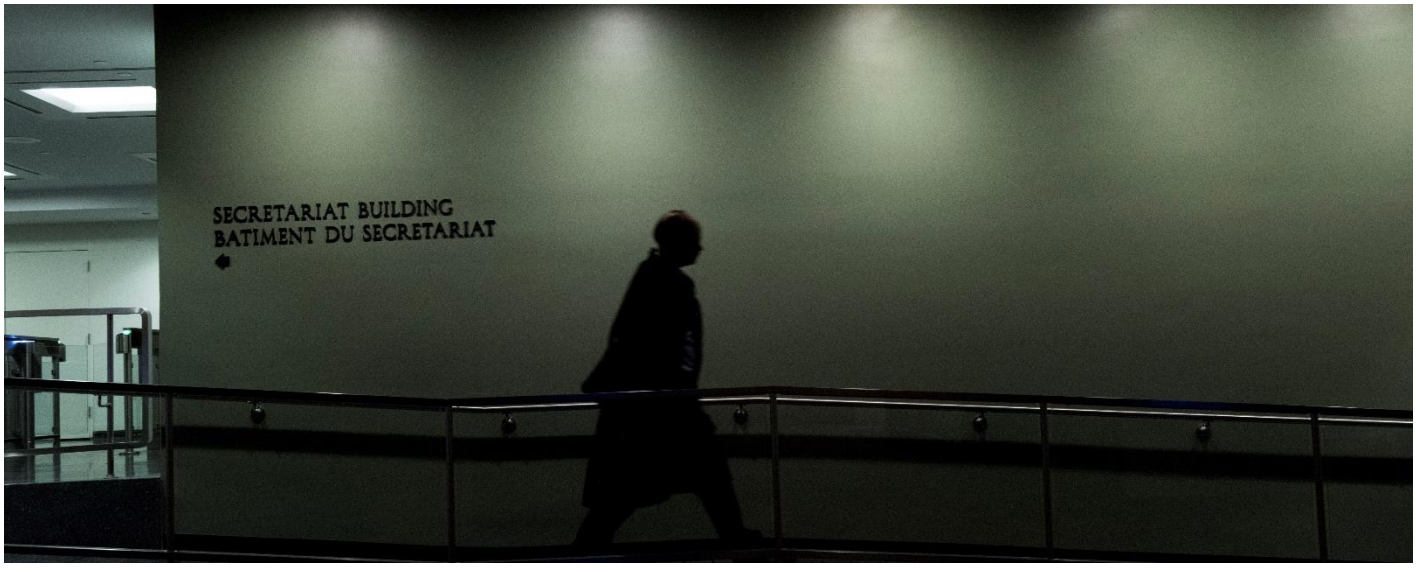
Fewer than half of all respondents (44%) agreed or strongly agreed that personnel who sexually harass others will be held accountable for their actions.

Personal risk

A quarter of respondents (27.2%) believed that filing a complaint of sexual harassment would create a personal risk for them, and as such, they were more likely to be fearful of making a complaint (21.9%).

Organizational culture

A culture of tolerance for sexual harassment, incivility and exclusion all predicted the likelihood of a sexual harassment incident occurring within the organization of the UN and related entities, with incivility being the strongest predictor.



UN Photo by Kim Haughton

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Sexual harassment prevention culture

Context

As a general statement, the likelihood of a sexual harassment incident occurring is predicted by a permissive workplace culture. More specifically, the data in this report show that in the UN system and related entities, where there is a permissive sexual harassment culture, it is the second strongest predictor of an incident occurring. The primary predictor in the UN is the presence of a culture of incivility or disrespect.

Tolerance for sexual harassment

It is logical that incidents of sexual harassment are less likely to arise in a culture which has a zero tolerance approach to sexual harassment. Respondents were therefore asked to evaluate the degree to which the UN's work culture is permissive of sexual harassment. Positively, nearly three quarters of respondents (71.1%) reported that sexual harassment was not tolerated in their workplace. However, one in 10 (11.8%) disagreed or strongly disagreed with that statement. See Figure 4a.

Tone from the top

Tolerance for sexual harassment can be manifested through policies and training as well as the day-to-day comments and behaviors of individuals, especially those in positions of authority. The CEB has observed that "tone from the top" is critical.1 Respondents were asked to reflect therefore on the perceived tolerance levels of their supervisors and senior leaders. Consistent with respondents' views that their workplace does not tolerate sexual harassment (71.1%), nearly three quarters of respondents reported that their supervisor has zero tolerance for sexual harassment (70.7%). These results emphasise the strong relationship between perceptions of the workplace culture and supervisor comments and behaviors. However, that perception changes when applied to senior leaders, with respondents reporting that less than two-thirds of senior leaders (59.2%) have zero tolerance for sexual harassment. In fact 14% disagreed or strongly disagreed with this statement suggesting that the tone from the top is not consistent across the UN.

Prevention and response

Zero tolerance can also be indicated by proactive efforts to prevent sexual harassment as well as responsiveness to specific incidents of sexual harassment. Accordingly, respondents were asked to evaluate both proactive and reactive efforts. From a proactive perspective, while two thirds of respondents (65.2%) reported that actions were being taken to prevent sexual harassment, nearly two in 10 were ambivalent (19.3%) and in fact one in 10 disagreed or strongly disagreed (11%). From a reactive perspective, only one in four (25.1%) reported that the sexual harassment stopped as a result of actions taken.

Accountability

It is logical that targets of, and witnesses to, sexual harassment are more likely to raise a complaint if they believe that it will be taken seriously and ultimately that the harasser will face consequences. Accordingly, survey respondents were asked to reflect on the perceived consequences of making a complaint. Approximately one in two (57%) reported that a complaint would be thoroughly investigated. Fewer than half of all respondents (44%) agreed or strongly agreed that personnel (other than supervisors) who sexually harass others will be held accountable for their actions. Less than one in two (44.2%) believed that a supervisor would be held to account, and only one third of respondents (37.3%) believed that sanctions against a harasser would be enforced. Indeed, a quarter (27.1%) believe that a harasser would "get away with it".

Personal risk

Before making a complaint, targets and witnesses need to be certain that there will be no personal risk for speaking up. As observed by the CEB "many staff still do not feel comfortable to speak out",[1] leading to under-reporting of incidents. In fact, a quarter of respondents (27.2%) believe that filing a complaint of sexual harassment would create a personal risk for them, and as such, they were fearful of making a complaint (21.9%).

[1]CEB, in November 2018, endorsed the UN System Model Policy on Sexual Harassment on recommendation of HLCM which had approved the model policy at its 36th session on 10-11 October 2018. https://www.unsceb.org/content/addressing-sexual-harassment-within-organizations-un-system

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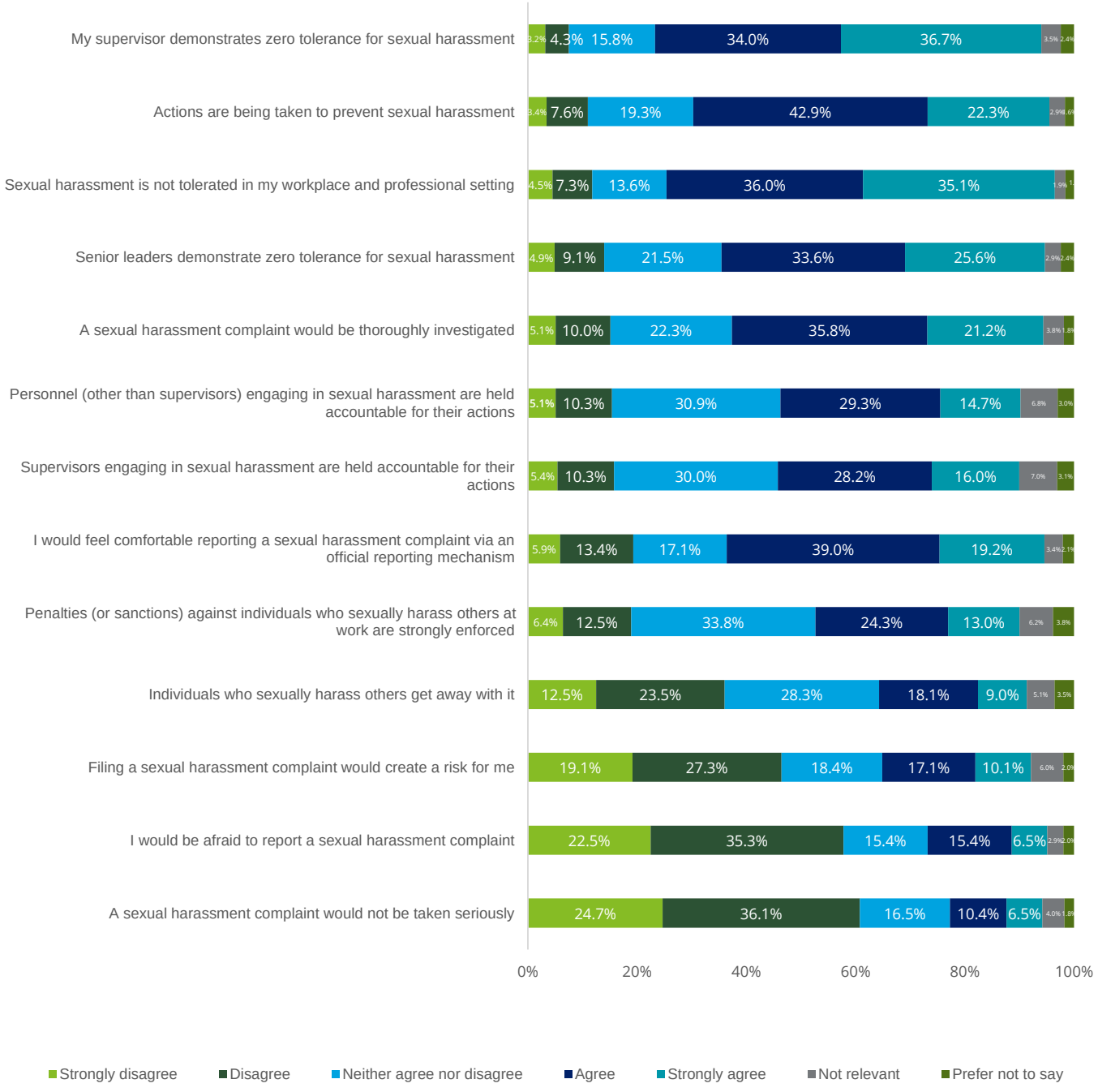
Sexual harassment prevention culture

Figure 4a. Sexual harassment prevention culture



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Organizational culture

Context

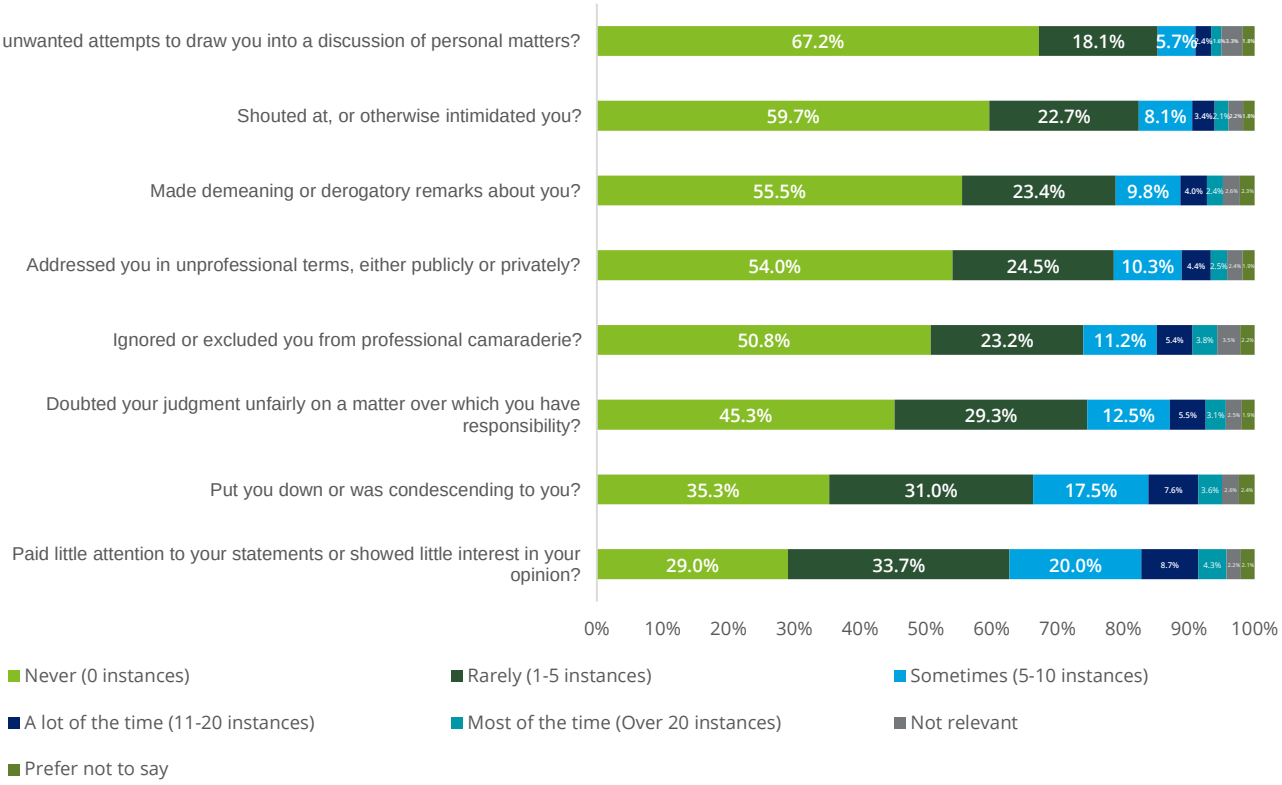
Respondents were asked to report on general aspects of their working environment. In particular, they were asked to consider whether their work culture could be characterized as civil/uncivil and inclusive/exclusive.

Civility

Incivility refers to disrespect and its characteristics include condescension, demeaning comments and intimidation. Overall, the average UN incivility score was 6.3 out of 28, which is broadly consistent with external benchmarks.[1]

Overall, more than three quarters of survey respondents (78%) reported experiencing at least one instance of discourteous behavior while at work within the UN system and related entities. Moreover, two in 10 (19.4%) indicated that they experienced discourteous behavior on a moderate to frequent basis. Specifically, one third (32.9%) reported more than five experiences where colleagues paid little attention to their opinions and one in 10 (13.6%) reported more than five experiences of being shouted at or intimidated. See Figure 4b.

Figure 4b. Proportion of respondents who have experienced specific uncivil behaviors



[1]An average incivility score of 5.27 out of 28 was reported in a study of 1,180 public sector employees: Cortina, L. M., Magley, V. J., Williams, J. H., & Langhout, R. D. (2001). Incivility in the workplace: Incidence and impact. Journal of Occupational Health Psychology, 6, 64-80. An average incivility score of 7.56 out of 28 was observed in a study of 1,158 legal employees: Lim, S., Cortina, L. M., & Magley, V. J. (2008). Personal and workgroup incivility: Impact on work and health outcomes. Journal of Applied Psychology, 93, 95-107.

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Organizational culture

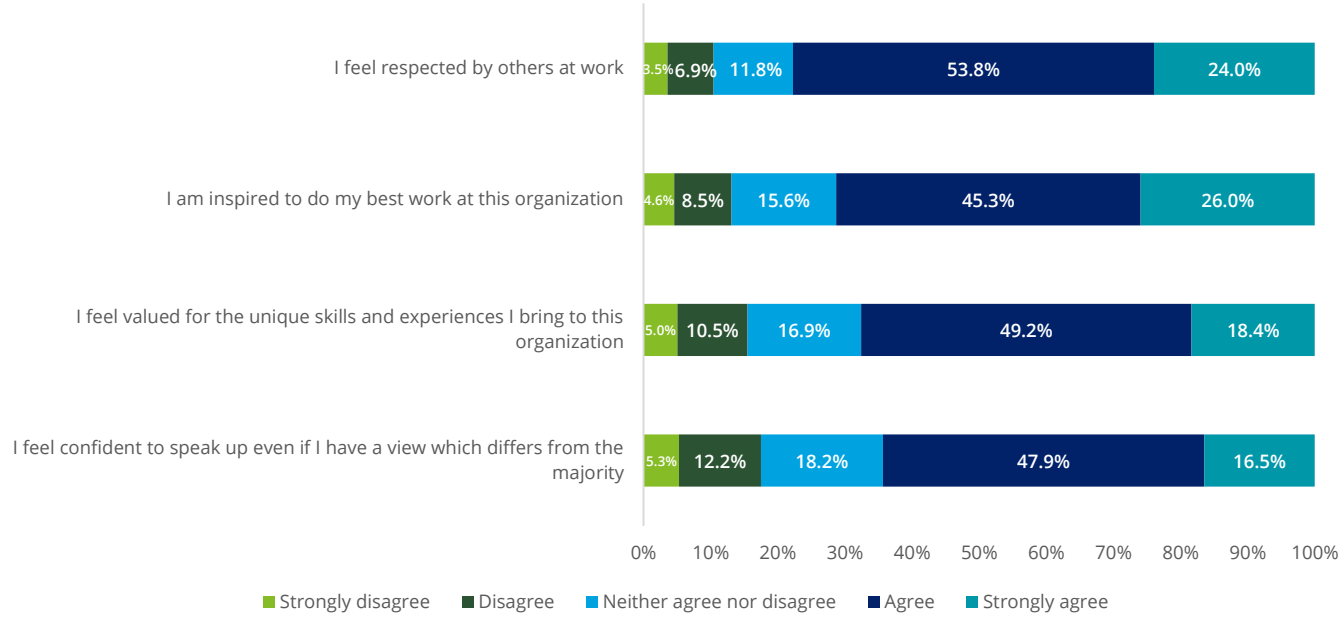
Inclusion

A culture of inclusion is defined as one in which workplace participants feel that they are treated fairly and respectfully, feel a sense of value and belonging and that they are able to speak up and do their best work.[1] In essence, there are no 'in and out groups' in an inclusive workplace. Three quarters of respondents (73%) reported that their workplace culture is inclusive, however nearly two in 10 (18.1%) were ambivalent and nearly one in 10 (8.8%) disagreed or strongly disagreed. These scores are less favorable than external benchmark scores.[2]

Speaking up

Psychological safety is a key indicator of a mature inclusive work culture, and a precursor to speaking up about incidents which involve personal risk. Only two thirds of respondents (64.4%) reported that they feel confident to speak up if they have a point of view with differs from the majority. However nearly one in five (18.2%) were ambivalent and nearly one in five (17.5%) disagreed or strongly disagreed. See Figure 4c.

Figure 4c. Proportion of respondents who feel included at work



Prioritizing action

We suggest that organizations address general incivility as a priority area of focus. Rigorous analyses (i.e. stepwise linear regression) revealed that incivility was the strongest driver (.352, p <.001), followed by a permissive work culture (.206, p <.001). This held true even after accounting for (i.e. statistically controlling) the role of gender in predicting the likelihood of experiencing sexual harassment.

This suggests that interventions should address broader forms of harassment, rather than focusing exclusively on sexual harassment. To do so would neglect underlying issues of general levels of incivility within organizations.

[1]Bourke, J. & Dillon, B. (2013). Waiter, is that inclusion in my soup? A new recipe to improve business performance. Deloitte and the Victorian Equal Opportunity & Human Rights Commission.

[2]n Deloitte's benchmark database of 3,548 finance, public sector, transport and professional service employees, 93.6% agree or strongly agree, 5% are ambivalent and 1% disagree or strongly disagree that their workplace has an inclusive culture: Deloitte (2018) Inclusive Leadership Assessment Benchmarks. Unpublished database.

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2.5 Policies and Processes

Focused on what the UN system and related entities have in place to prevent and respond to sexual harassment

Key findings

Awareness of their organization's position on sexual harassment

Overall, a significant number of respondents were aware of their organization's approach to sexual harassment including: how their organization defines sexual harassment (79.7%), the policies and procedures in place to manage incidents of sexual harassment (74.9%), and behaviors their organization considers unacceptable (75.1%).

Availability of support mechanisms

The support mechanisms that respondents were most likely to be aware of were their organization's sexual harassment policies (81.9%), codes of conduct (76.1%), training on sexual harassment (72.9%) and Human Resources (72.7%). Respondents were least likely to be aware of their organization's Health and Wellbeing Services and Office supports (e.g. Staff Welfare Officer 24.3%, Conduct and Discipline Teams, 21.4%).

Recognition of support mechanisms by demographic group

Those who were least likely to be aware of their organization's support mechanisms were respondents who were recently hired, aged 24 years or less, and working as Consultants, Associate Fellows or Interns or in General Services.

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Definition and approach to sexual harassment

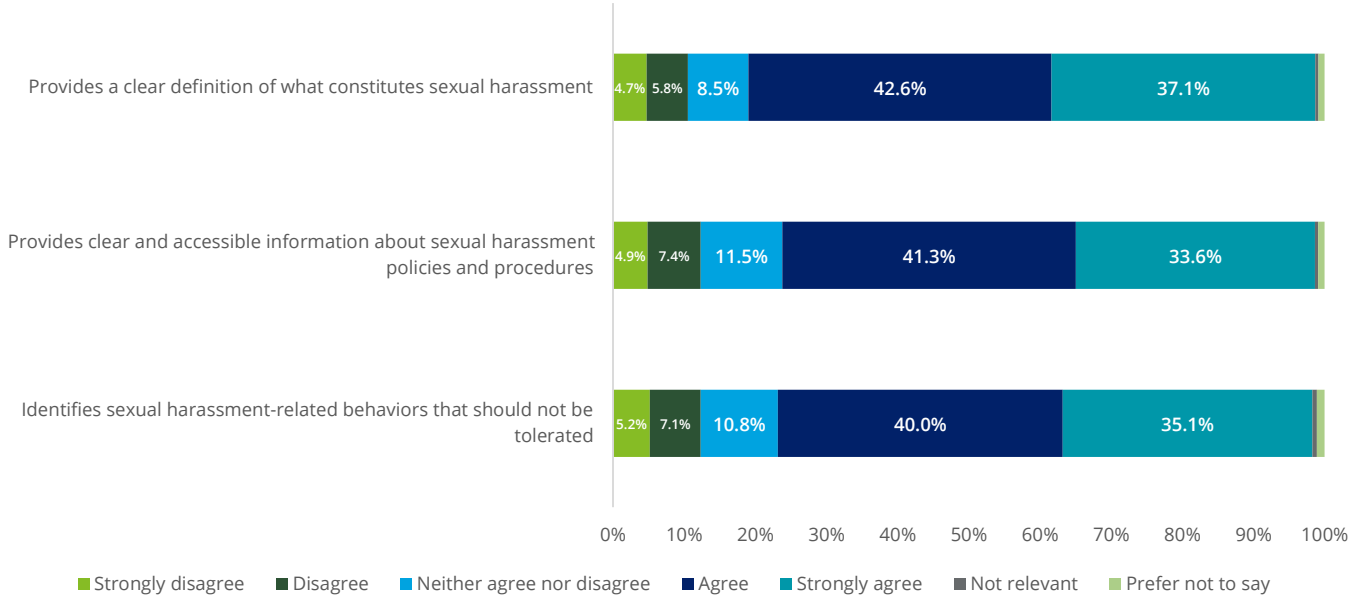
Context

In 2017-2018, the CEB Task Force on sexual harassment developed a model policy on sexual harassment. The intention was to harmonize relevant policy and practice, establish a shared definition of sexual harassment, and strengthen the UN system and related entities' prevention of, and response to sexual harassment including support for targets, and protection against retaliation. To support this process, respondents were asked to rate their current level of understanding of a number of key reporting and support mechanisms.

A clear and well-understood policy and approach to sexual harassment

Approximately four out of five respondents (79.7%) agreed or strongly agreed that their organization provides a clear definition of what constitutes sexual harassment. Nearly three quarters of respondents agreed or strongly agreed that their organization provides clear and accessible information about sexual harassment policies and procedures (74.9%) and identifies sexual harassment related behaviors that should not be tolerated (75.1%). See Figure 5a.

Figure 5a. Extent to which respondents agree that their organization provides clarity around its position on sexual harassment



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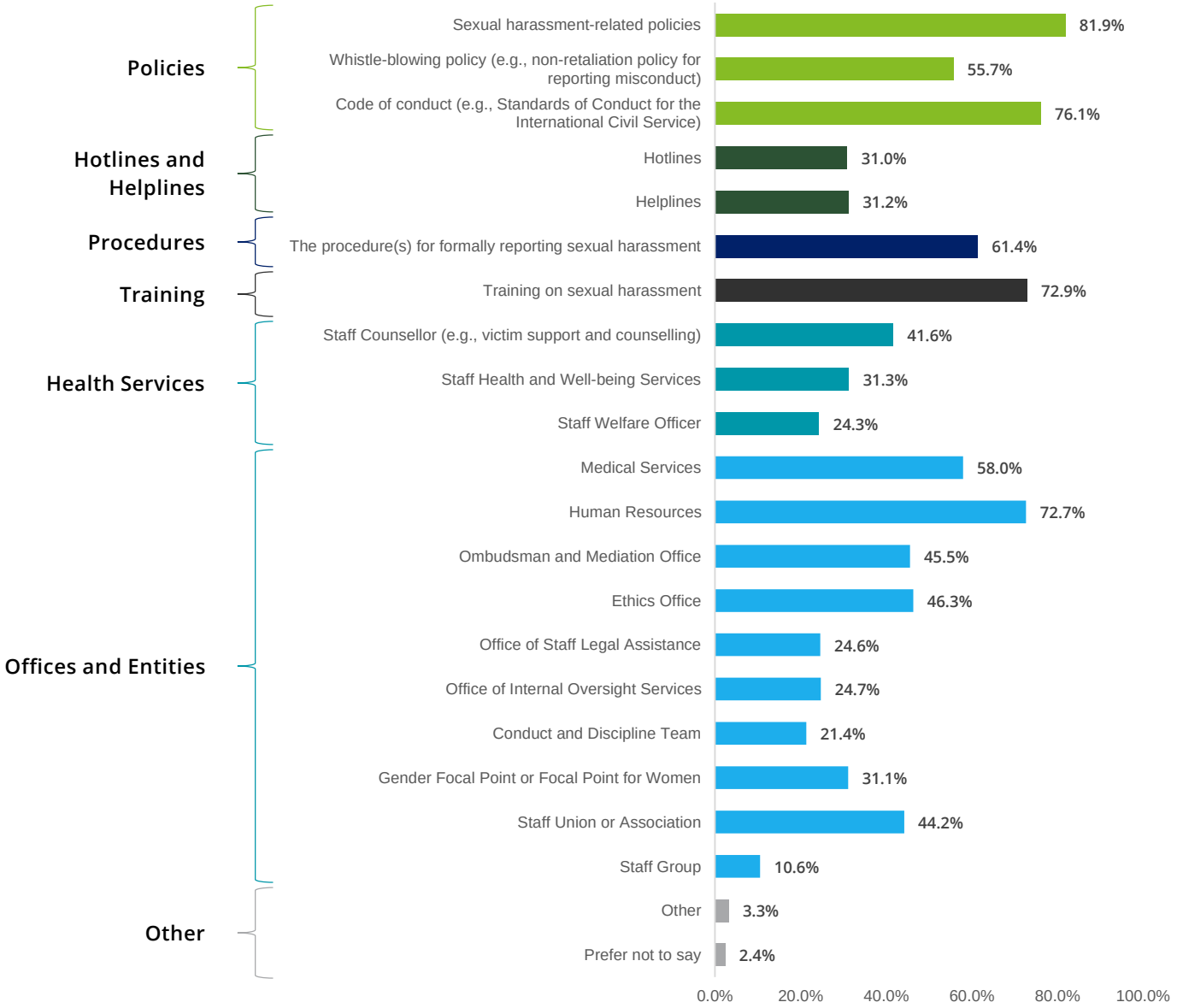
Awareness of support mechanisms

Overall awareness

Respondents were asked about their awareness of 21 different sexual harassment support mechanisms. See Figure 5b. The highest scoring support mechanisms, in terms of awareness, were sexual harassment policies (81.9%), codes of conduct (76.1%), training on sexual harassment (72.9%) and Human Resources (72.7%). Participants were least aware of Health and Wellbeing Services and Office supports (e.g. Staff Welfare Officer 24.3%, Conduct and Discipline Teams, 21.4%). This suggests that there is room for improvement in how these support services are promoted.

Figure 5b. Proportion of respondents aware of each of the different support channels

Note: Percentages may not add up to 100% as respondents could select as many options as were applicable to their situation



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Awareness of support mechanisms

Awareness by demographic group

To better understand these results, further analysis was conducted to identify differences in awareness across demographic groups.

Gender identity: Males were aware of 49.2% of support channels, whereas females were aware of 42.2%.

Sexual orientation: Respondents who identified as queer or lesbian were aware of the least number of support mechanisms (39% and 40% respectively), compared to bisexual (46.5%), Gay (44.5%), heterosexual (45.6%) and Other (46.3%).

Age: Respondents aged 55 to 64 years showed awareness of the greatest number of support mechanisms (52.3%) compared to those aged 24 years and below (29.9%).

Tenure: Similarly, respondents who had been with the organization for more than 20 years were aware of 54.7% of support mechanisms compared to those who had been with the organization for less than a year who were only aware of 36.5%.

The effect of tenure on awareness suggests that awareness of policy and practice occurs more organically than systematically (e.g. by witnessing others using a particular policy or through word of mouth). Putting in place a more systematic approach to promoting relevant policies and practices (e.g. mandatory on-boarding training) or a whole of system awareness campaign could be helpful in this regard.

Additionally, as there is a higher reported rate of sexual harassment prevalence amongst respondents identifying as queer and lesbian, and correspondingly a lower level of awareness of support mechanisms, a more targeted focus by demographic group is warranted.

Key findings

Least aware groups

Those who were least likely to be aware of support mechanisms were respondents who were:

- Recently hired (*aware of 36.5% of available supports*).
- Under 24 years of age (*aware of 29.9% of available supports*),
- Working in Agencies, as Consultants, Associate Fellows or Interns (see Figure 5c) or
- Working in General Services (*aware of 45% of available supports*).

UN Photo by Caroline Gluck

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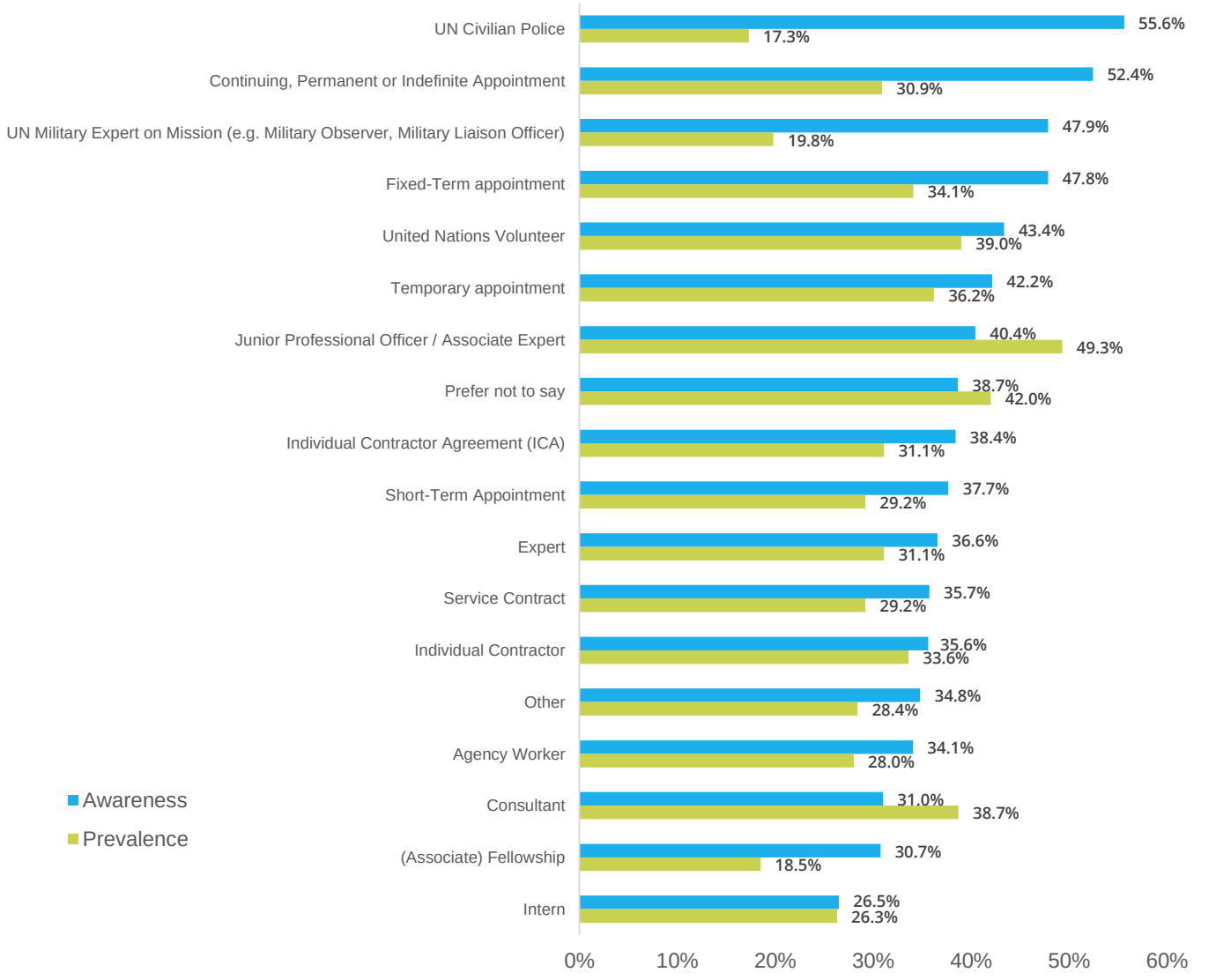
Awareness of support mechanisms

Employment type

UN Civilian Police and employees in a continuing / permanent/ indefinite appointment were aware of approximately half of the available support options (aware of 55.6% and 52.4% of options respectively), while those working in Agencies, as Consultants, Associate Fellows or Interns were the least aware of support mechanisms (aware of 34.1%, 31%, 30.7% and 26.5% of options respectively).

As shown in Figure 5c, in many cases, prevalence far outweighed awareness. For example, Junior Professional Officers / Associate Experts and Consultants reported a greater prevalence of sexual harassment (49.3% and 38.7% respectively) compared to the group prevalence rate, and were aware of less than half of the support services available to them (40.4% and 31% respectively). This has implications for how the UN and its related entities communicate and embed sexual harassment policies, processes, training and other supports for the full range of workers that it employs, particularly for those groups who are at greater risk of sexual harassment.

Figure 5c. Awareness of sexual harassment support mechanisms and prevalence by employment type



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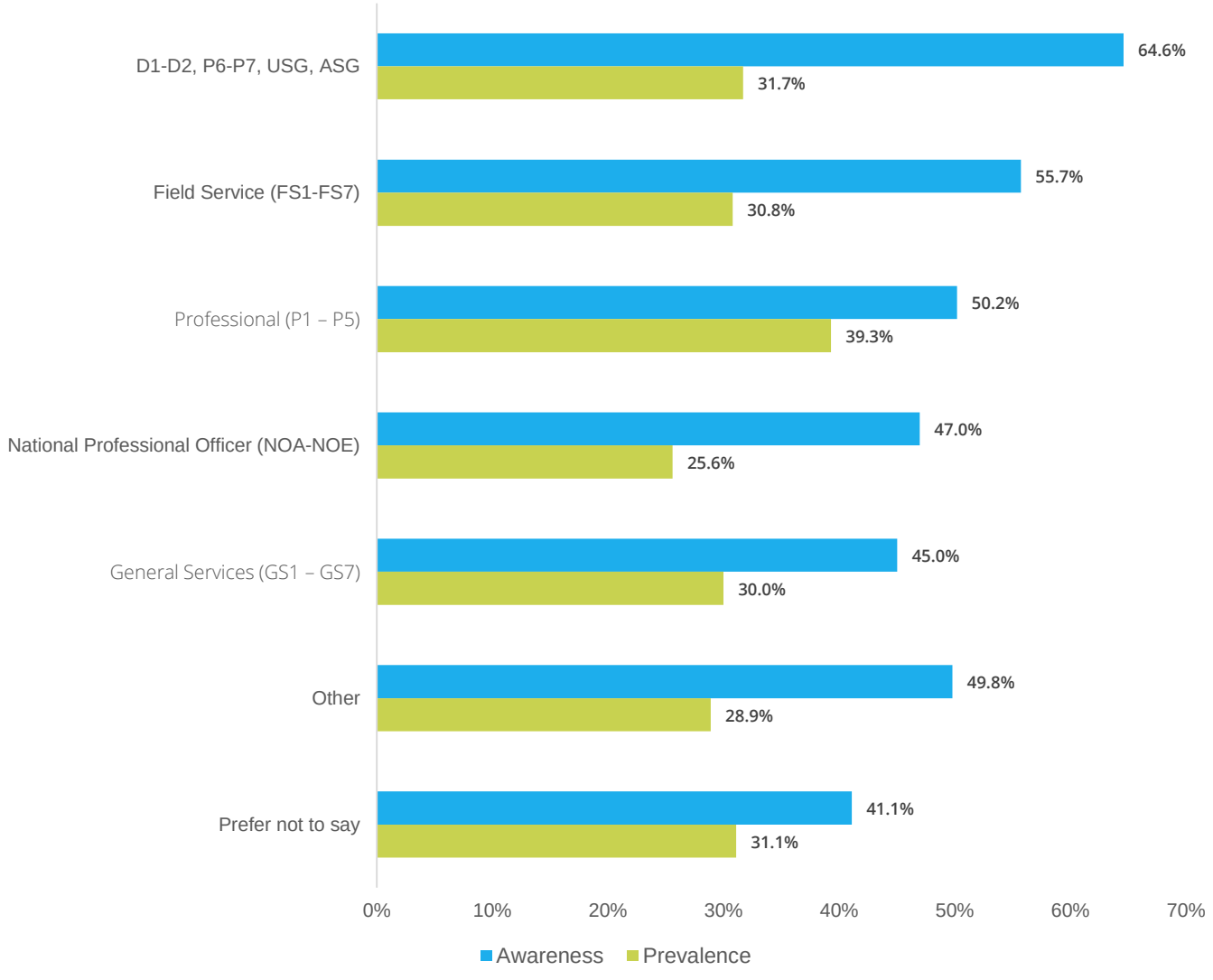
Awareness of support mechanisms

Job grade

When looking at awareness of support mechanisms by job grade, D1-D2, P6-P7, USG and ASG respondents reported that they were aware of a greater range of 64.6% of support mechanisms available. Those working in General Services reported that they were aware of the least number of support mechanisms (45%). See Figure 5d.

Again, an examination of awareness by prevalence rates suggested some key areas of note. For example, Professionals experienced greater harassment on average (39.3%), yet are only aware of approximately half of the support services that they can access (50.2% of available options respectively). This has implications for how the UN communicates and embeds sexual harassment policies, processes, training and other supports for all job grades, particularly for those who are experiencing some form of sexual harassment.

Figure 5d. Awareness of supports by job grade and prevalence



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2.6 Demographics

Focused on the personal characteristics of the responder and collected with assurance of confidentiality

Key characteristics

This section of the report provides a breakdown of the complete survey sample (30,364 respondents) by the following characteristics.

Gender identity

The sample included a relatively even split between males and females (48.7% and 49.5% respectively), with a small representation from other gender identities.

Sexual identity

From a sexual identity perspective, three quarters (74.5%) were heterosexual with approximately one quarter (25.5%) identifying with other sexual identities.

Age

Approximately one third of respondents were aged between 35 and 44 years (34.6%), and a further 30% were aged between 45 and 54 years.

Job grade

Just over half of the survey sample (55.5%) were employed in a Professional (P1-P5) or General Services capacity (GS1-GS7). However nearly one quarter (26%) of the sample did not report a grade.

Employment type

The majority of respondents were either in a fixed term appointment (45.3%) or a continuing, permanent or indefinite appointment (21.7%).

Organization / entity

Respondents came from 31 different organizations or entities.

Tenure

Tenure categories ranged from less than one year (11%) to more than 20 years (9.1%), with the most common tenure category being between six and 10 years (20.6%).

Location

Respondents were located in 191 countries, with a large number of responses from the United States of America, Switzerland and South Sudan.

Nationality

The survey collected data from 194 different nationalities. The nationalities with the greatest proportion of respondents were American, French and Italian.

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Demographic characteristics

Context

This report includes data from 30,364 staff and non-staff personnel within the UN system and its related entities. Approximately 17% of those who were invited chose to participate. Response rates to a survey of this nature can not be accurately benchmarked in light of the methodological issues associated with assessing prevalence of sexual harassment, one of which is how to generalise across the entire UN organization, given the diversity of cultures, attitudes and varying legal implications of harassment-like behaviors. However where possible, Deloitte has overcome the relevant methodological challenges associated with research of this type.[1]

Gender identity

The sample included a relatively even split between males and females (48.7% and 49.5% respectively), with a small representation from other gender identities. This is shown in Figure 6a.

Sexual identity

From a sexual identity perspective, three quarters (74.5%) were heterosexual with approximately one quarter (25.5%) identifying with other sexual identities. See Figure 6b.

Figure 6a. Respondent distribution by gender identity

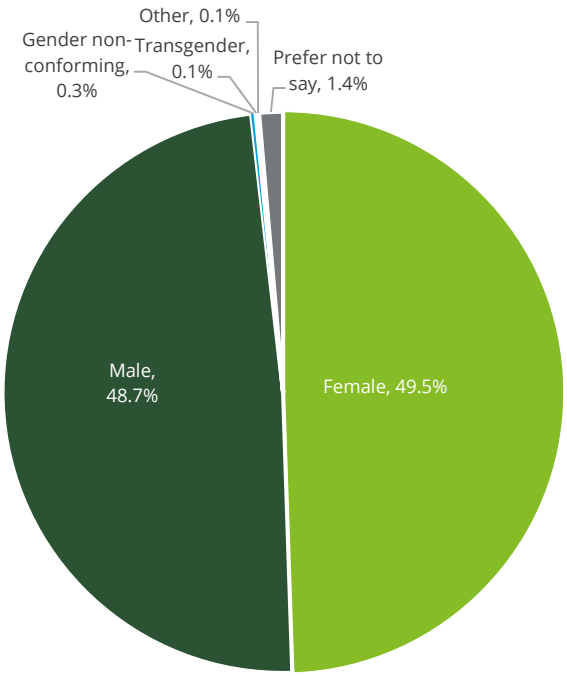
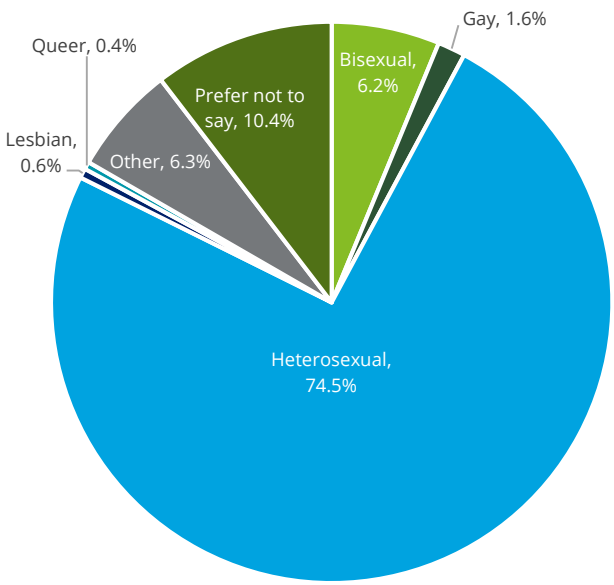


Figure 6b. Respondent distribution by sexual identity



[1]Arvey, R. D., & Cavanaugh, M. A. (1995). Using surveys to assess the prevalence of sexual harassment: Some methodological problems. *Journal of Social Issues, 51*(1), 39-52.

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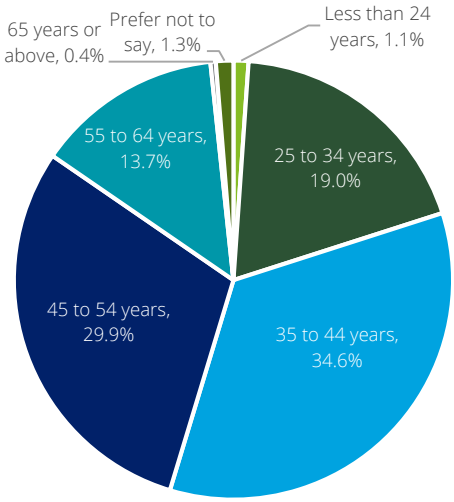
Demographic characteristics

Age

Approximately one third of respondents were aged between 35 and 44 years (34.6%), and a further 29.9% were aged between 45 and 54 years. See Figure 6c.

Figure 6c. Respondent distribution by age



Job grade

Just over half of the survey sample (55.5%) were employed in a Professional (P1-P5) or General Services capacity (GS1-GS7). However one quarter (28.5%) of the sample did not report a grade. See Table 6d.

Table 6d. Job grade representation of all survey respondents

Grade	Percentage of Sample	Count
Professional (P1 – P5)	**29.6%**	**8990**
General Services (GS1 – GS7)	**25.9%**	**7868**
National Professional Officer (NOA-NOE)	**8.5%**	**2579**
Field Service (FS1-FS7)	**4.1%**	**1230**
D1-D2, P6-P7, USG, ASG	**2.6%**	**783**
Other	**0.9%**	**266**
Prefer not to say	**2.5%**	**746**
Not available	**26%**	**7902**

Employment type

The majority of respondents were either in a fixed term appointment (45.3%) or a continuing, permanent or indefinite appointment (21.7%). See Table 6e

Table 6e. Employment type distribution of all survey respondents

Employment type	Percentage of Sample	Count
Fixed-Term Appointment	**45.3%**	**13746**
Continuing, Permanent or Indefinite Appointment	**21.7%**	**6576**
Service Contract	**6.4%**	**1942**
Temporary Appointment	**4.9%**	**1488**
Consultant	**4.8%**	**1446**
United Nations Volunteer	**3%**	**922**
Individual Contractor Agreement (ICA)	**2.7%**	**814**
Individual Contractor	**1.9%**	**577**
Short-Term Appointment	**1.4%**	**439**
Intern	**1.4%**	**410**
UN Civilian Police	**1.3%**	**399**
UN Military Expert On Mission (e.g. Military Observer, Military Liaison Officer)	**1.2%**	**363**
Junior Professional Officer / Associate Expert	**0.7%**	**213**
Expert	**0.4%**	**135**
Agency Worker	**0.2%**	**50**
(Associate) Fellowship	**0.1%**	**27**

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Demographic characteristics

Organization / entity

Respondents came from 31 different organizations / entities, which are listed alphabetically below.

- Food and Agriculture Organization (FAO)
- International Atomic Energy Agency (IAEA)
- International Civil Aviation Organization (ICAO)
- International Labour Organization (ILO)
- International Maritime Organization (IMO)
- International Organization for Migration (IOM)
- International Trade Centre (ITC)
- International Training Centre of the ILO (ITCILO)
- International Telecommunication Union (ITU)
- Organization for Security and Cooperation in Europe (OSCE)
- Pan American Health Organization (PAHO)
- United Nation Secretariat (UNS)
- UN Women
- The Joint United Nations Programme on HIV and AIDS (UNAIDS)
- United Nations Development Programme (UNDP)
- United Nations Educational, Scientific and Cultural Organization (UNESCO)
- United Nations Framework Convention on Climate Change (UNFCCC)
- United Nations Population Fund (UNFPA)
- United Nations High Commissioner for Refugees (UNHCR)
- United Nations International Computing Centre (UNICC)
- United Nations International Children's Fund (UNICEF)
- United Nations Industrial Development Organization (UNIDO)
- United Nations Joint Staff Pension Fund (UNJSPF)
- United Nations Office for Project Services (UNOPS)
- United Nations System Staff College (UNSSC)
- United Nations University (UNU)
- World Tourism Organization (UNWTO)
- World Health Organization (WHO)
- World Intellectual Property Organization (WIPO)
- World Meteorological Organization (WMO)
- World Trade Organization (WTO)

Tenure

Tenure categories ranged from less than one year (11%) to more than 20 years (9.1%), with the most common tenure category being between six and 10 years (20.6%), see Table 6f.

Table 6f. Tenure distribution of all survey respondents

Tenure	Percentage of Sample	Count
Less than 1 year	**11%**	**3327**
1 to 3 years	**18.6%**	**5655**
4 to 5 years	**10.6%**	**3232**
6 to 10 years	**20.6%**	**6257**
11 to 14 years	**15.6%**	**4727**
15 to 20 years	**13.5%**	**4085**
More than 20 years	**9.1%**	**2777**
Prefer not to say	**1%**	**304**

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Demographic characteristics

Location

Respondents were located in 191 countries. The most common country locations are shown in Table 6g. For a full count of respondents per location, please see Appendix 4.4.

Nationality

Respondents reported 195 different nationalities. The most common nationalities are shown in Table 6h. For a full count of respondents by nationality, please see Appendix 4.3.

Table 6g. Location distribution of all survey respondents

Location	Percentage of Sample	Count
United States of America	**8%**	**2422**
Switzerland	**7.4%**	**2238**
South Sudan	**5%**	**1522**
Democratic Republic of the Congo	**3.7%**	**1136**
Austria	**3.7%**	**1124**
Italy	**3.7%**	**1114**
Afghanistan	**2.1%**	**634**
Mali	**2.1%**	**627**
Kenya	**2%**	**618**

Table 6h. Nationality representation of all survey respondents

Nationality	Percentage of Sample	Count
United States of America	**4.8%**	**1464**
France	**3.7%**	**1127**
Italy	**3.1%**	**940**
United Kingdom of Great Britain and Northern Ireland	**2.7%**	**817**
India	**2.6%**	**789**
Kenya	**2.3%**	**694**
South Sudan	**2.1%**	**628**
Germany	**2.1%**	**625**
Canada	**2%**	**620**
Philippines	**1.9%**	**573**

UN Photo by Eskinder Debebe

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Observations

The key observations for consideration

Observations

This section provides observations regarding ways in which organizations of the UN can strengthen their prevention, protection and response efforts and more effectively serve the needs of those affected.

In conducting the Safe Space survey and delivering on its intent to promote a safe, inclusive and professional workplace, the UN sought to strengthen mechanisms for protecting personnel against sexual harassment, enhance available support options for its personnel and improve methods of reporting sexual harassment. More specifically, this report has identified:

- The incidence of sexual harassment as well as perceptions of how incidents of sexual harassment are handled within the UN
- Risk indicators, including vulnerable categories of personnel and potential high-risk environments
- Reporting rates, challenges and experiences
- Awareness levels of staff and non-staff personnel regarding available reporting and support mechanisms

As for ways in which the UN can strengthen its approach to preventing sexual harassment, it is noted that the CEB Taskforce has a number of initiatives already in progress to address sexual harassment including:

- A Uniform Definition of sexual harassment to promote consistency of understanding
- A UN-System Model Policy on sexual harassment to harmonise policy
- A Sexual Harassment Screening Database ("ClearCheck") to improve transparency and accountability
- A Draft Model Code of Conduct and implementation guide to improve awareness and responsiveness
- Protocols for collaboration across investigatory bodies

While there is a fairly high level of awareness in relation to the UN's definition (75%) and position (80%) on sexual harassment, this report has uncovered opportunities for improvement:

1. Primary prevention focusing on creating an organizational culture that is characterized by workplace civility and respect
2. Secondary prevention focusing on strengthening a sexual harassment zero tolerance culture with particular attention paid to less severe forms of sexual harassment and witness intervention
3. Tertiary prevention focusing on strengthening supports once an incident of sexual harassment has occurred

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UN Photo by Jean-Marc Ferré

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Observations

Three tiers of additional intervention to strengthen the UN's approach to sexual harassment.

3.1 Primary prevention

Organizational culture

This report has identified the relationship between workplace incivility, low levels of inclusion and the incidence of sexual harassment. In particular, it has identified that incivility and exclusion provide a work environment that may enhance the likelihood of an incident arising, which is tantamount to a permissive culture. In light of this, it is suggested that UN entities take a stronger proactive role in setting expectations of respectful behavior through workplace civility and inclusion codes and training programs. Such measures would help to reduce the incidence of harassment by colleagues (reported as the most common category of harasser), whether they are in leadership roles or not.

3.2 Secondary prevention

Witnesses

This report has identified the critical role that witnesses can play in identifying instances of sexual harassment, directly intervening to stop harassment in the moment, and providing support to targets. Recognizing the role that witnesses play, but also the potentially negative effects that exposure can have on witnesses, it is suggested that the UN's in-progress initiatives could be enhanced by providing more guidance to witnesses. Support should specifically encourage witnesses to recognize and act on sexual harassment related behaviors that they observe in the workplace.

Overcoming barriers

This report highlights the importance of cultivating a work environment where people feel safe to speak up about their experiences, as targets of, or witnesses to, harassment. Whilst achieving systemic and cultural change of this magnitude will, of course, take time, the #MeToo movement has shown the effect that that a unified focus on sexual harassment can have on a population.

3.3 Tertiary prevention

Prioritization

This report has identified key groups of individuals for the organization of the UN that require priority attention: (i) vulnerable targets – Women and Transgender personnel, aged between 25 and 44, mainly Junior Professional Officers / Associate Experts, UN Volunteers and Consultants; and (ii) potential harassers – men aged between 45 and 54, mainly colleagues, but also supervisors, managers and some senior leaders. It is suggested that any in-progress initiatives relating to awareness raising and communication campaigns be adapted to take these groups into account.

Awareness of support mechanisms

This report has identified information gaps amongst those who are young, recent hires and working in Agencies, regarding available support mechanisms. It is suggested that these groups are prioritized in any awareness training.

3.4 Final Comments

Progress

This report has provided a baseline against which to measure change, particularly in relation to prevalence rates. It is suggested that a comprehensive sexual harassment survey be re-administered by UN entities in two-year intervals, to measure the impact and effectiveness of the policy/interventions overall and on key groups.

Being accountable

This report has identified perceived gaps in the tone being set by senior leaders, managers and supervisors. It is suggested that the senior leaders of each entity should inform the UN leadership of measures taken to address the findings and recommendations of this report in a timely manner, including measures to hold managers and supervisors to account for embedding a zero tolerance culture.

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Appendix

The detail underpinning the report

Appendices

Appendix 4.1

Survey co-design

Appendix 4.2

Confidentiality, integrity and security

Appendix 4.3

Response rates by nationality

Appendix 4.4

Response rates by location

Appendix 4.5

Prevalence benchmarks

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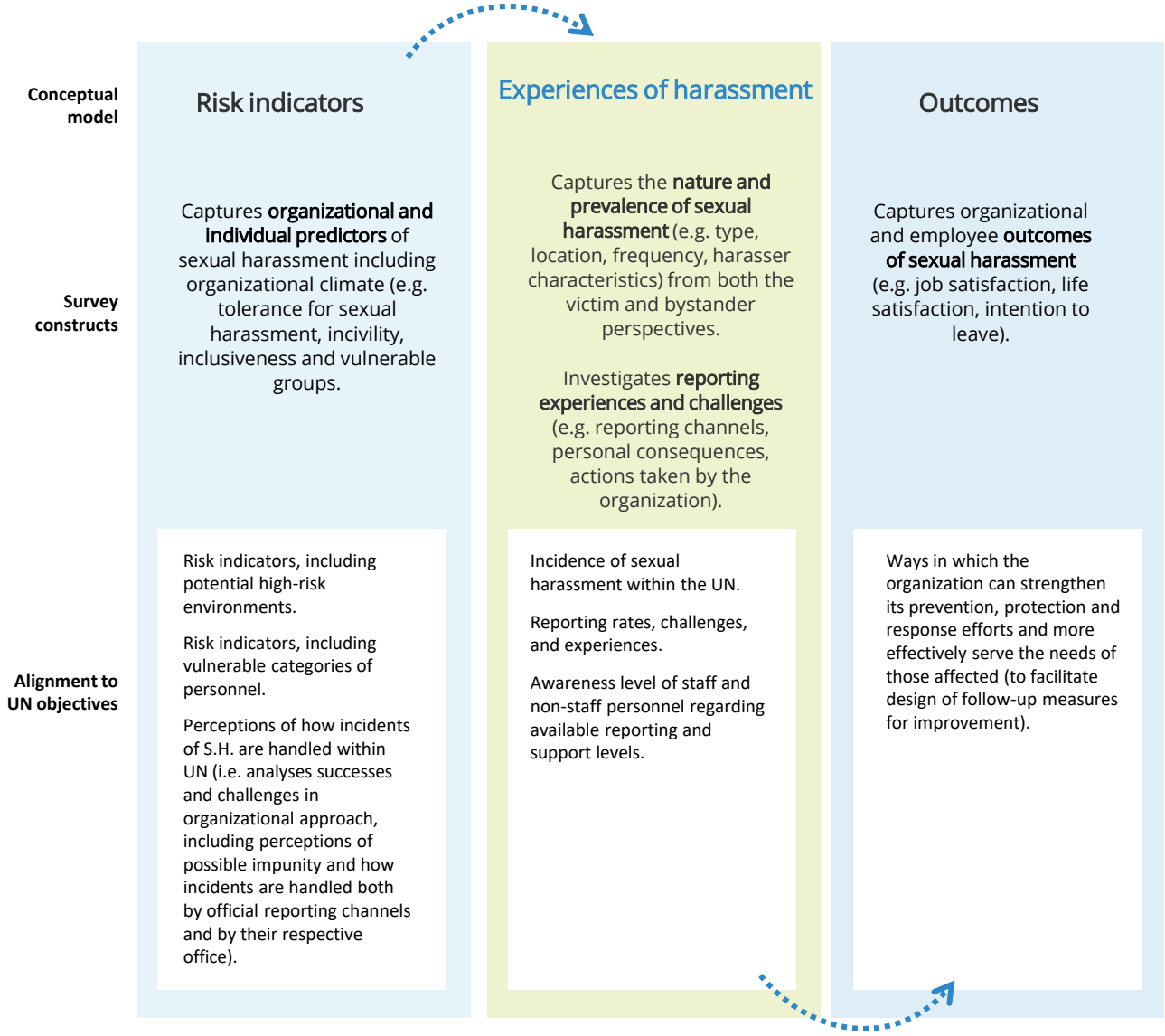
Appendix 4.1

Survey co-design

The survey was co-designed with the UN, with scientific rigour. Illustratively, the scope of measurement and the constructs to be assessed were informed by peer reviewed academic research. The survey design process began with a comprehensive review of the research literature. From this, a unifying conceptual framework was identified[1], underpinned by the constructs most strongly associated with sexual harassment. These constructs were then mapped to the UN objectives and refined to maintain completeness. Questions were then sourced, adapted and written to measure the constructs of interest.



[1]Adapted from Willness, C. R., Steel, P., & Lee, K. (2007). A meta-analysis of the antecedents and consequences of workplace sexual harassment. Personnel Psychology, 60, 127-162.

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Appendix 4.1

Survey co-design (cont'd)

The survey question design was guided by six core principles. These principles informed decision making and were utilised to quality assure the selected approach.

Balancing survey completeness with brevity

- For example, items were selected to create coverage across all aspects of the Terms of Reference whilst also trying to manage survey length and therefore mitigate the impact on survey respondents' time.

Pragmatic and inclusive measurement

- For example, the survey employed behavioral descriptions of sexual harassment rather than legal definitions. This was done so that the definitions could be easily understood by participants, regardless of education level, culture or jurisdiction.

Evidence-based

- For example, consideration was given to factors that the scientific and industry literature consider important, including organizational antecedents to sexual harassment and vulnerable groups. This was determined based on a comprehensive review of both academic literature and industry best practice.

Informed by UN documentation

- For example, items were developed with consideration of the documentation provided by the UN, including existing corporate sexual harassment surveys.

Providing meaningful information to the UN

- For example, the survey was designed to deliver data which are easy to turn into meaningful information, understand, interact with, and link to related actions. This was done to allow the UN to clearly plan and prioritize follow-up measures.

Usability

- For example, 'survey logic' was applied across the assessment so that respondents were only presented with questions relevant to them and their experience of sexual harassment.

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Appendix 4.2

Confidentiality, integrity and security

The Safe Space survey was delivered with confidentiality, safety and security front of mind. The following information was developed to provide information around how anonymity, security and confidentiality was maintained.

How was anonymity maintained?

To safeguard anonymity, a generic survey link was sent to UN staff and non-staff personnel. Respondents were not provided with a unique identifier (such as a token or ID), nor were they asked to respond via a personal email address. This was a considered decision taken to preserve the anonymity of respondents – a critical issue when examining such a sensitive topic.

How was data integrity maintained?

The anonymous link was applied with safeguards in place. Deloitte enabled a simple setting in the survey which prevented users from taking the survey twice in the same browser. The only scenario in which people could take the survey more than once is if they had cleared their history or used a different browser or device. The anonymous survey design was based on a comprehensive risk analysis. The risks of someone completing the survey multiple times are low, based on our immediate team's extensive experience administering over 30 global assessments of similar size and scope. If an individual did take the survey multiple times, their ability to skew the overall results is low given the expected large sample size. Furthermore, any attempt to do so, or to leak the survey externally for improper purpose, could be a violation of the UN Charter, staff rules and regulations, and the ICSC Standards of Conduct for the International Civil Service. Data was reviewed to determine credibility and mitigate the risk of interference. Following survey close, a data cleaning process was undertaken to promote integrity of the data and to counteract any attempt to unduly influence the results. The following three procedures were undertaken to this effect.

Time to complete - The survey platform collected data on each respondent's start and finish time, allowing the calculation of duration for survey completion. Where survey respondents completed the survey in less than three minutes, their responses were excluded. This three minute cut-off point was determined to be the minimum time period possible to complete the survey in its entirety. In total, 3 responses were removed as a result of time to complete.

Spam responses - Where survey responses were marked as 'Spam', these responses were excluded. Responses were flagged as spam if multiple identical responses were received from the same IP address within a 12-hour period. The similarity of the responses is key so that respondents who are filling out the same survey on the same computer in a short period of time (such as in a lab) are less likely to be flagged. The 12-hour period means that for shorter surveys with only so many combinations of responses, valid responses aren't as likely to be flagged as spam if they occurred some time apart from each other. In total, 4 responses were removed as a result of being designated a 'Spam' response.

Extreme answers - The sexual harassment climate questions contained a series of 'reverse coded item'. These items rephrase a "negative" question in a "positive" way. To illustrate, while many questions were framed negatively (e.g. I would be afraid to report a sexual harassment complaint), reverse coded items are framed positively (i.e. A sexual harassment complaint would be thoroughly investigated). This is designed to surface 'extreme responding', a form of response bias that drives respondents to only select the most extreme options or answers available. Such bias may the result of malicious interference or, more simply, of disinterest. Where participants selected extreme responses (Strongly Disagree or Strongly Agree) across all sexual harassment climate questions, irrespective of the reverse coded items, their responses were excluded. In total, 122 responses were removed as a result of extreme responding.

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Appendix 4.2

Confidentiality, integrity and security (cont'd)

How was data security and privacy maintained?

The survey was hosted by a 3rd-party (Qualtrics) whose core business is providing survey solutions to large international organizations. Their business depends on the security of customer data and they are dedicated to protecting it using industry best standards.

Qualtrics' Security White Paper provides the following attestation regarding their survey platform: "Qualtrics' most important concerns are the protection and reliability of customer data. Our servers are protected by high-end firewall systems, and vulnerability scans are performed regularly. Complete penetration tests are performed yearly. All services have quick failover points with redundant hardware, and complete backups are performed nightly. Qualtrics uses Transport Layer Security (TLS) encryption (also known as SSLv3.1) for all Internet transmitted data. Our services are hosted by trusted third party data centres that are SSAE-16 SOC 1 Type II audited. All data at rest are encrypted, and data on deprecated hard drives are destroyed by U.S. DOD methods and delivered to a third-party data destruction service".

How was confidentiality maintained?

- Demographic information was captured through the survey. Where there were less than 10 people within any demographic category (or some combination of categories) this information was not be provided to the UN as part of any reporting.
- This final report provides a summary of anonymous, aggregated responses only.
- Information collected was only used for its intended purpose (i.e., analysis and reporting) and not used for any other purpose.
- Deloitte has not, and will not, provide the UN any access to raw survey data.
- Data is protected by physical, electronic and procedural safeguards.
- Team members were required to adhere to strict protocols regarding data protection. Deloitte enforces physical access controls to their offices and files and authorize access to users' personal information only for members of the Project Team who require it to fulfil their job responsibilities.

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Appendix 4.3

Response rates by nationality

Nationality	Percentage of Sample	Count
United States of America	**4.8%**	**1464**
France	**3.7%**	**1127**
Prefer not to say	**3.4%**	**1034**
Italy	**3.1%**	**940**
United Kingdom of Great Britain and Northern Ireland	**2.7%**	**817**
India	**2.6%**	**789**
Kenya	**2.3%**	**694**
South Sudan	**2.1%**	**628**
Germany	**2.1%**	**625**
Canada	**2%**	**620**
Philippines	**1.9%**	**573**
Nepal	**1.8%**	**560**
Pakistan	**1.8%**	**549**
Spain	**1.7%**	**522**
Democratic Republic of the Congo	**1.7%**	**517**
Afghanistan	**1.6%**	**472**
Colombia	**1.5%**	**468**
Nigeria	**1.3%**	**387**
Uganda	**1.2%**	**371**
Brazil	**1.1%**	**321**
Lebanon	**1.1%**	**321**
Ukraine	**1%**	**314**
Ethiopia	**1%**	**311**
Bangladesh	**1%**	**310**
Australia	**1%**	**302**
Switzerland	**1%**	**301**
Cameroon	**1%**	**298**
Sri Lanka	**1%**	**297**
Mexico	**0.9%**	**285**
China	**0.9%**	**279**
Sudan	**0.9%**	**278**
Japan	**0.9%**	**268**
Austria	**0.9%**	**263**
Ghana	**0.9%**	**260**
Hungary	**0.8%**	**258**
Côte d'Ivoire	**0.8%**	**254**
Netherlands	**0.8%**	**253**
Thailand	**0.8%**	**236**
Myanmar	**0.8%**	**234**
Jordan	**0.8%**	**228**
Sierra Leone	**0.7%**	**225**
Serbia	**0.7%**	**224**
Malaysia	**0.7%**	**220**
Sweden	**0.7%**	**220**
Mali	**0.7%**	**217**
Bosnia and Herzegovina	**0.7%**	**211**

Note. Where count ≤ 10, data is not reported to protect confidentiality.

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Appendix 4.3

Response rates by nationality (cont'd)

Nationality	Percentage of Sample	Count
Zimbabwe	**0.7%**	**210**
Denmark	**0.7%**	**209**
Belgium	**0.7%**	**202**
Chile	**0.7%**	**199**
Russian Federation	**0.6%**	**196**
Senegal	**0.6%**	**187**
South Africa	**0.6%**	**185**
Ireland	**0.6%**	**180**
Argentina	**0.6%**	**178**
United Republic of Tanzania	**0.6%**	**178**
Peru	**0.6%**	**172**
Turkey	**0.5%**	**167**
Cambodia	**0.5%**	**162**
Egypt	**0.5%**	**157**
Iraq	**0.5%**	**156**
Indonesia	**0.5%**	**145**
Benin	**0.5%**	**144**
Burkina Faso	**0.5%**	**143**
Liberia	**0.5%**	**143**
Romania	**0.5%**	**143**
Finland	**0.5%**	**142**
Zambia	**0.5%**	**140**
Haiti	**0.5%**	**138**
Rwanda	**0.4%**	**132**
Tunisia	**0.4%**	**131**
Albania	**0.4%**	**130**
Burundi	**0.4%**	**123**
Morocco	**0.4%**	**121**
Portugal	**0.4%**	**118**
Norway	**0.4%**	**117**
Madagascar	**0.4%**	**116**
Chad	**0.4%**	**115**
Central African Republic	**0.4%**	**114**
Republic of Korea	**0.4%**	**114**
Niger	**0.4%**	**112**
Ecuador	**0.3%**	**106**
El Salvador	**0.3%**	**106**
Costa Rica	**0.3%**	**103**
Dominican Republic	**0.3%**	**100**
Syrian Arab Republic	**0.3%**	**99**
Kazakhstan	**0.3%**	**97**
Uruguay	**0.3%**	**97**
Tajikistan	**0.3%**	**96**
Kyrgyzstan	**0.3%**	**95**
Guatemala	**0.3%**	**94**
Venezuela (Bolivarian Republic of)	**0.3%**	**94**
Honduras	**0.3%**	**91**
Panama	**0.3%**	**91**

Note. Where count ≤ 10, data is not reported to protect confidentiality.

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Appendix 4.3

Response rates by nationality (cont'd)

Nationality	Percentage of Sample	Count
Togo	**0.3%**	**90**
Guinea	**0.3%**	**87**
Malawi	**0.3%**	**85**
Fiji	**0.3%**	**84**
Republic of Moldova	**0.3%**	**82**
Poland	**0.3%**	**79**
Yemen	**0.3%**	**79**
Viet Nam	**0.3%**	**77**
Bolivia (Plurinational State of)	**0.3%**	**76**
Croatia	**0.3%**	**76**
Mauritania	**0.2%**	**75**
New Zealand	**0.2%**	**74**
Somalia	**0.2%**	**73**
Greece	**0.2%**	**71**
Congo	**0.2%**	**70**
The former Yugoslav Republic of Macedonia	**0.2%**	**68**
Mozambique	**0.2%**	**63**
State of Palestine	**0.2%**	**63**
Gambia	**0.2%**	**62**
Trinidad and Tobago	**0.2%**	**61**
Georgia	**0.2%**	**60**
Paraguay	**0.2%**	**59**
Bhutan	**0.2%**	**57**
Bulgaria	**0.2%**	**56**
Uzbekistan	**0.2%**	**56**
Algeria	**0.2%**	**55**
Mongolia	**0.2%**	**55**
Cuba	**0.2%**	**54**
Iran (Islamic Republic of)	**0.2%**	**52**
Botswana	**0.2%**	**51**
Namibia	**0.2%**	**51**
Comoros	**0.1%**	**44**
Montenegro	**0.1%**	**44**
Djibouti	**0.1%**	**43**
Armenia	**0.1%**	**42**
Jamaica	**0.1%**	**42**
Mauritius	**0.1%**	**41**
Belarus	**0.1%**	**40**
Eswatini	**0.1%**	**40**
Nicaragua	**0.1%**	**39**
Eritrea	**0.1%**	**38**
Israel	**0.1%**	**38**
Lesotho	**0.1%**	**37**
Azerbaijan	**0.1%**	**36**
Papua New Guinea	**0.1%**	**36**
Slovakia	**0.1%**	**36**
Guinea-Bissau	**0.1%**	**35**
Lao People's Democratic Republic	**0.1%**	**34**

Note. Where count ≤ 10, data is not reported to protect confidentiality.

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Appendix 4.3

Response rates by nationality (cont'd)

Nationality	Percentage of Sample	Count
Cyprus	**0.1%**	**33**
Czechia	**0.1%**	**33**
Guyana	**0.1%**	**32**
Cabo Verde	**0.1%**	**31**
Barbados	**0.1%**	**30**
Angola	**0.1%**	**29**
Gabon	**0.1%**	**29**
Turkmenistan	**0.1%**	**28**
Timor-Leste	**0.1%**	**27**
Libya	**0.1%**	**23**
Samoa	**0.1%**	**23**
Belize	**0.1%**	**21**
Singapore	**0.1%**	**21**
Maldives	**0.1%**	**19**
Slovenia	**0.1%**	**19**
Suriname	**0.1%**	**17**
Equatorial Guinea	**0.1%**	**16**
Sao Tome and Principe	**0%**	**15**
Latvia	**0%**	**14**
Luxembourg	**0%**	**14**
Lithuania	**0%**	**13**
Seychelles	**0%**	**13**
Bahrain	**0%**	**12**
Democratic People's Republic of Korea	**0%**	**12**
Iceland	**0%**	**12**
Bahamas	**0%**	**11**
Andorra	-	-
Antigua and Barbuda	-	-
Brunei Darussalam	-	-
Dominica	-	-
Estonia	-	-
Grenada	-	-
Kiribati	-	-
Kuwait	-	-
Liechtenstein	-	-
Malta	-	-
Micronesia (Federated States of)	-	-
Monaco	-	-

Note. Where count ≤ 10, data is not reported to protect confidentiality.

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Appendix 4.3

Response rates by nationality (cont'd)

Nationality	Percentage of Sample	Count
Oman	-	-
Palau	-	-
Qatar	-	-
Saint Kitts and Nevis	-	-
Saint Lucia	-	-
Saint Vincent and the Grenadines	-	-
San Marino	-	-
Saudi Arabia	-	-
Solomon Islands	-	-
Stateless	-	-
Tonga	-	-
Tuvalu	-	-
United Arab Emirates	-	-
Vanuatu	-	-

Note. Where count ≤ 10, data is not reported to protect confidentiality.

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Appendix 4.4

Response rates by location

Location	Percentage of Sample	Count
United States of America	8%	2422
Switzerland	7.4%	2238
South Sudan	5%	1522
Democratic Republic of the Congo	3.7%	1136
Austria	3.7%	1124
Italy	3.7%	1114
Afghanistan	2.1%	634
Mali	2.1%	627
Kenya	2%	618
Sudan	1.9%	581
Prefer not to say	1.9%	574
Thailand	1.7%	524
Pakistan	1.6%	490
Nepal	1.6%	480
Lebanon	1.5%	453
Central African Republic	1.4%	429
India	1.4%	414
Colombia	1.3%	405
Germany	1.3%	401
Ukraine	1.3%	385
Denmark	1.3%	381
Hungary	1.1%	340
Iraq	1.1%	329
Nigeria	1%	310
Haiti	1%	302
Ethiopia	1%	301
Philippines	1%	296
Myanmar	1%	293
France	0.9%	281
Uganda	0.9%	278
Chile	0.9%	272
Bangladesh	0.9%	271
Somalia	0.9%	267
Jordan	0.8%	245
Sri Lanka	0.8%	242
Serbia	0.7%	220
Mexico	0.7%	215
Malaysia	0.7%	209
Turkey	0.7%	203
Cambodia	0.6%	196
Cameroon	0.6%	189
Spain	0.6%	188
Panama	0.6%	185
Sierra Leone	0.6%	174
Canada	0.6%	172
Congo	0.6%	171

Note. Where count ≤ 10, data is not reported to protect confidentiality.

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Appendix 4.4

Response rates by location (cont'd)

Location	Percentage of Sample	Count
Senegal	**0.6%**	**169**
Bosnia and Herzegovina	**0.5%**	**158**
Egypt	**0.5%**	**150**
United Republic of Tanzania	**0.5%**	**144**
Brazil	**0.4%**	**134**
China	**0.4%**	**132**
Morocco	**0.4%**	**132**
Côte d'Ivoire	**0.4%**	**129**
Indonesia	**0.4%**	**126**
Liberia	**0.4%**	**122**
Zimbabwe	**0.4%**	**122**
South Africa	**0.4%**	**121**
Peru	**0.4%**	**120**
Zambia	**0.4%**	**114**
Burundi	**0.4%**	**113**
Chad	**0.4%**	**109**
El Salvador	**0.3%**	**106**
Dominican Republic	**0.3%**	**105**
Ghana	**0.3%**	**105**
Israel	**0.3%**	**103**
Tunisia	**0.3%**	**103**
Kazakhstan	**0.3%**	**99**
Madagascar	**0.3%**	**99**
Niger	**0.3%**	**93**
Costa Rica	**0.3%**	**90**
United Kingdom of Great Britain and Northern Ireland	**0.3%**	**89**
Yemen	**0.3%**	**88**
Tajikistan	**0.3%**	**87**
Ecuador	**0.3%**	**85**
Cyprus	**0.3%**	**84**
Fiji	**0.3%**	**84**
Mozambique	**0.3%**	**83**
Albania	**0.3%**	**82**
Argentina	**0.3%**	**82**
Japan	**0.3%**	**82**
Belgium	**0.3%**	**78**
Guatemala	**0.2%**	**75**
Syrian Arab Republic	**0.2%**	**75**
Kyrgyzstan	**0.2%**	**74**
Malawi	**0.2%**	**74**
Viet Nam	**0.2%**	**74**
Honduras	**0.2%**	**73**
Libya	**0.2%**	**70**
Benin	**0.2%**	**69**
Mauritania	**0.2%**	**69**
Guinea-Bissau	**0.2%**	**67**
Netherlands	**0.2%**	**66**
Rwanda	**0.2%**	**66**

Note. Where count ≤ 10, data is not reported to protect confidentiality.

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Appendix 4.4

Response rates by location (cont'd)

Location	Percentage of Sample	Count
Burkina Faso	**0.2%**	**65**
Algeria	**0.2%**	**64**
Paraguay	**0.2%**	**64**
The former Yugoslav Republic of Macedonia	**0.2%**	**64**
Republic of Moldova	**0.2%**	**63**
State of Palestine	**0.2%**	**61**
Lao People's Democratic Republic	**0.2%**	**58**
Namibia	**0.2%**	**56**
Papua New Guinea	**0.2%**	**56**
Venezuela (Bolivarian Republic of)	**0.2%**	**54**
Bolivia (Plurinational State of)	**0.2%**	**53**
Timor-Leste	**0.2%**	**52**
Botswana	**0.2%**	**51**
Georgia	**0.2%**	**50**
Guinea	**0.2%**	**49**
Angola	**0.2%**	**48**
Uruguay	**0.2%**	**48**
Uzbekistan	**0.2%**	**46**
Togo	**0.1%**	**45**
Eswatini	**0.1%**	**44**
Kuwait	**0.1%**	**44**
Lesotho	**0.1%**	**44**
Trinidad and Tobago	**0.1%**	**44**
Gambia	**0.1%**	**42**
Montenegro	**0.1%**	**42**
Poland	**0.1%**	**42**
Barbados	**0.1%**	**41**
Comoros	**0.1%**	**39**
Cuba	**0.1%**	**39**
Djibouti	**0.1%**	**39**
Jamaica	**0.1%**	**37**
Gabon	**0.1%**	**36**
Finland	**0.1%**	**35**
Mongolia	**0.1%**	**35**
Republic of Korea	**0.1%**	**34**
Bhutan	**0.1%**	**33**
Azerbaijan	**0.1%**	**32**
Russian Federation	**0.1%**	**32**
Turkmenistan	**0.1%**	**30**
Bahrain	**0.1%**	**28**
Cabo Verde	**0.1%**	**28**
Mauritius	**0.1%**	**28**
Democratic People's Republic of Korea	**0.1%**	**27**
Greece	**0.1%**	**26**
Armenia	**0.1%**	**25**
Maldives	**0.1%**	**25**
Iran (Islamic Republic of)	**0.1%**	**24**
Equatorial Guinea	**0.1%**	**22**

Note. Where count ≤ 10, data is not reported to protect confidentiality.

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Appendix 4.4

Response rates by location (cont'd)

Location	Percentage of Sample	Count
Guyana	**0.1%**	**22**
Samoa	**0.1%**	**22**
Nicaragua	**0.1%**	**21**
Suriname	**0.1%**	**21**
Belarus	**0.1%**	**20**
Portugal	**0.1%**	**19**
Eritrea	**0.1%**	**18**
Monaco	**0.1%**	**18**
Romania	**0.1%**	**18**
Australia	**0.1%**	**16**
Sao Tome and Principe	**0.1%**	**16**
Bulgaria	**0%**	**15**
Saudi Arabia	**0%**	**15**
Solomon Islands	**0%**	**15**
Belize	**0%**	**14**
Stateless	**0%**	**12**
Czechia	**0%**	**11**
United Arab Emirates	**0%**	**11**
Andorra	-	-
Antigua and Barbuda	-	-
Bahamas	-	-
Brunei Darussalam	-	-
Croatia	-	-
Dominica	-	-
Grenada	-	-
Iceland	-	-
Ireland	-	-
Kiribati	-	-
Kosovo	-	-
Latvia	-	-
Liechtenstein	-	-
Lithuania	-	-
Malta	-	-
Marshall Islands	-	-
Micronesia (Federated States of)	-	-
New Zealand	-	-
Norway	-	-
Oman	-	-
Palau	-	-
Qatar	-	-
Saint Kitts and Nevis	-	-
Saint Vincent and the Grenadines	-	-
Seychelles	-	-
Singapore	-	-
Slovakia	-	-
Slovenia	-	-
Sweden	-	-
Tonga	-	-
Vanuatu	-	-

Note. Where count ≤ 10, data is not reported to protect confidentiality.

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Appendix 4.5

Prevalence benchmarks

Prevalence rate	Measurement	Nature of sample	Source	Caveats
For women: 30% to 50% For men: 10%	No uniform definition or measure	Various studies –A review of research in 11 Member States of the European Union	European Commission Directorate-General for Employment, Industrial Relations and Social Affairs Unit (1998). Sexual harassment in the workplace in the European Union. http://www.un.org/womenwatch/osagi/pdf/shworkpl.pdf	Various studies were included which differed in definitions and measures of sexual harassment.
33% in the last five years 20% in the last 12 months	16 behavioral items ranging from inappropriate staring and leering to actual or attempted rape or sexual assault	10,000 Australians across a range of industries	Australian Human Rights Commission (2018). Everyone's business: Fourth national survey on sexual harassment in Australian Workplaces. https://www.humanrights.gov.au/sites/default/files/document/publication/AHRC_WORKPLACE_SH_2018.pdf	This measure uses different items than the UN Safe Space Survey.
30% anytime during employment 12% in the last two years	Single item: Have you ever experienced sexual harassment in your workplace? OR Have you experienced sexual harassment in your workplace in the past two years?	1,349 employees from Canadian workplaces	Employment and social development Canada (2017). Harassment and sexual violence in the workplace public consultations: What we heard https://www.canada.ca/en/employment-social-development/services/health-safety/reports/workplace-harassment-sexual-violence.html	This measure uses a shorter time period (i.e. 12 months) and is based on a single-item definition of sexual harassment, rather than a series of behaviors as in the UN Safe Space Survey. Single item measures typically yield lower prevalence rates than multi-item measures.
25% in the last two years	7 behavioral items	23,000 federal government employees	Office of Merit Systems Review and Studies (1981) Sexual harassment in the Federal Workplace: Is it a problem https://www.mspb.gov/netsearch/viewdocs.aspx?docnumber=240744&version=241014&application=ACROBAT.)	Different items and fewer items than in the UN Safe Space Survey. Older study (1981).
10.4% in the last 12 months	12 out of the 24 behavioral items in the UN Safe Space Survey	9,156 employees from the National Park Services	National Park Services (2017) https://www.nps.gov/aboutus/upload/NPS-WES-Technical-Report-20170929-Accessible.pdf	This measure uses a shorter time period (i.e. last 12 months) and fewer questions than in the UN Safe Space Survey
30% of women	behavioral items	493 female medical academics	Jagsi, R., Griffith, K. A., Jones, R, Perumalswami, C. R., Ubel, P., Stewart, A., (2016) Sexual harassment and discrimination experiences of Academic Medical Faculty Journal of the American Medical Association 315 (19) pp 2120-2121.	Study conduced in the medical context which may not be directly comparable to the UN context.
17% of women and 9.3% of men in the last 12 months	Based on a single-item definition of sexual harassment	Australian Census - over 18 million men and women over the age of 18.	Australian Bureau of Statistics (2016). Personal Safety Survey, Australia http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/4906.0main+features12016	This measure uses a shorter time period (i.e. 12 months) and is based on a single-item definition of sexual harassment, rather than a series of behaviors as in the UN Safe Space Survey. Single item measures typically yield lower prevalence rates than multi-item measures.

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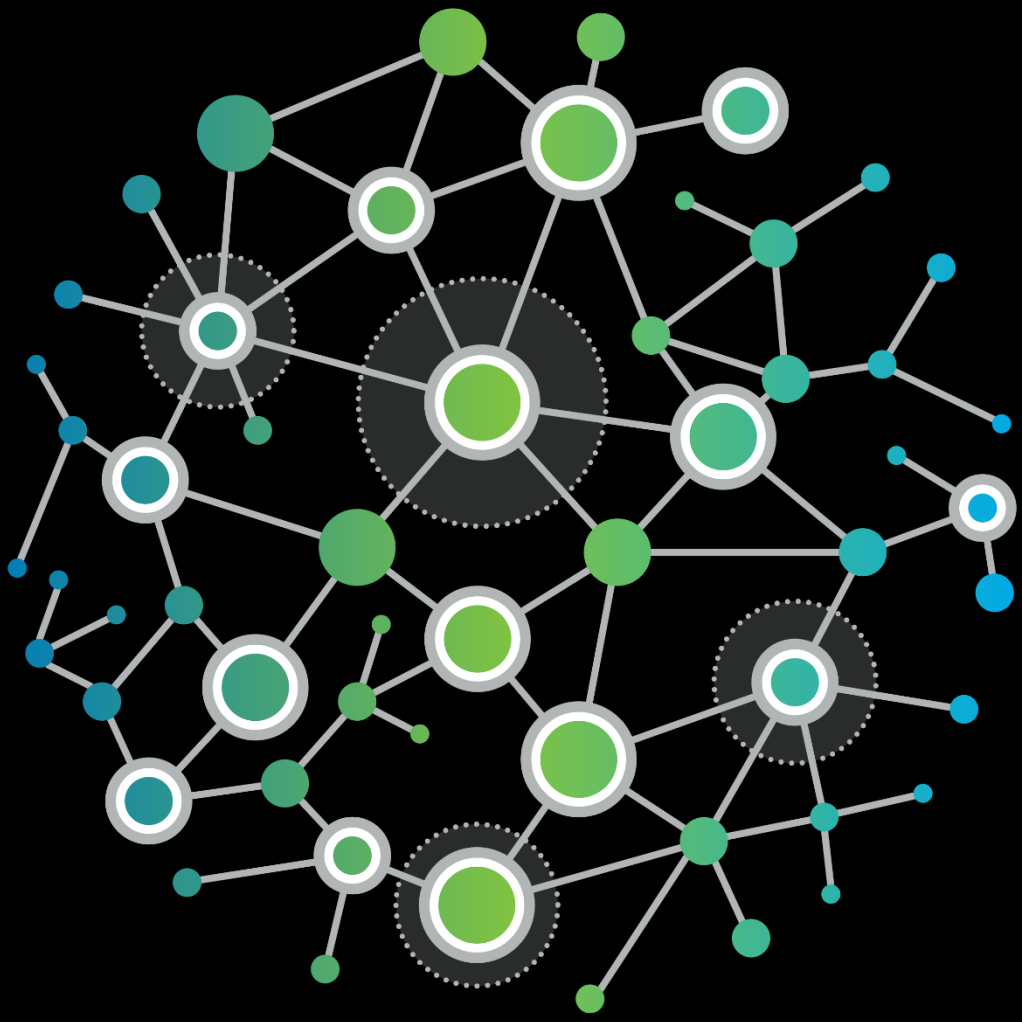

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