



The #MeToo Movement

2019 Business of Airports Conference

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Agenda

#MeToo

- The #MeToo Movement
- Sexual Harassment
- Impact, Best Practices, & Tips





#METOO

Social Media Influence
+ Sexual Harassment Allegations
= Immediate Consequences



Origins of *#MeToo*

The phrase "Me Too" was first used by Activist **Tarana Burke** 10 years ago in a grass-roots movement to reach sexual assault survivors in underprivileged communities.



The phrase became an overnight phenomenon after actress Alyssa Milano encouraged victims of sexual abuse to show the world a "sense of magnitude following the Weinstein scandal.



Alyssa Milano 
@Alyssa_Milano

Follow

If you've been sexually harassed or assaulted write 'me too' as a reply to this tweet.

Me too.

Suggested by a friend: "If all the women who have been sexually harassed or assaulted wrote 'Me too.' as a status, we might give people a sense of the magnitude of the problem."

1:21 PM - 15 Oct 2017

25,135 Retweets 53,251 Likes



69K 25K 53K

Accusation & Fallout



Harvey Weinstein Is Fired After Sexual Harassment Reports

Meryl Streep, Kate Winslet and Glenn Close Speak Out on Harvey Weinstein



'Allegedly' No More: Cosby Conviction Marks A New Chapter For #MeToo

Bill Cosby found guilty of sexual assault

Woman alleges Mario Batali drugged, sexually assaulted her in 'rape room'



Mario Batali Steps Away From Restaurant Empire Following Sexual Misconduct Allegations

Paradies Lagardère
TRAVEL RETAIL



Ann Curry Claims "Pervasive Verbal Sexual Harassment At NBC" – New Matt Lauer Revelations



NBC Fires Matt Lauer, the Face of 'Today'

Matt Lauer Fired By NBC Amid Sexual Misconduct Allegations

Is this only
impacting
Hollywood???



Impact and Costs of Harassment to Employer



Public allegations may impact your reputation and increase your financial burden notwithstanding potential settlements or litigation costs.



Legal Costs - time & resources



Decrease in Productivity



Low Staff Morale



Higher Staff Turnover



Increase in Sick Leave



Damaged Public Relations

#MeToo's Legal Impact

- At least 11 states, from California to Vermont, passed new protections addressing workplace harassment in 2018
- Some of the new laws clamp down on companies requiring employees to sign nondisclosure agreements as a condition of employment
- There's also a California law requiring women on corporate boards by the end of 2019
- Congress has passed no laws related to sexual harassment in the workplace since #MeToo, not even regarding its own handling of harassment and discrimination claims against senators and representatives, which lags behind the standard set by the Equal Employment Opportunity Commission (EEOC) for private companies across the country. *(USA Today)*

Bury your head in the sand

To hide from, or to refuse to confront a problem.

You have to deal with the problem now, you can't just bury your head in the sand.



Tips & Best Practices

- **Build a culture based on collaboration, teamwork, and respect—and not tolerating employees who dominate or treat other employees as if they are there to serve them.**
- **Openly encourage people to speak up when they notice a problem**
- **Change the power dynamic and ensure that you organization hires a healthy balance of men and women in positions of influence and power**
- Ensure that company policies are written to clearly prohibit and aggressively prevent sexual harassment.
- Ensure that employees are consistently and meaningfully trained on relevant policies
- **Investigate every complaint promptly with a clear and due process, internally or by hiring a third party**
- **Protect the accuser and keep the accuser informed of the process, as appropriate**
- Appropriately discipline employees who are guilty of harassing and/or inappropriate behavior



Experience
new horizons,
every day
