

***Wariness after Weinstein:
Effective Workplace Interactions When the
Spotlight Is on Sex Harassment***

1. What steps can you, your team/department, and your organization as a whole take to identify and prevent sexual harassment?
2. What steps can you/your organization take to prevent overzealous responses that try to prevent harassment by encouraging men and women to avoid each other? How can you ensure women have continued equal access to critical career assets like mentoring and networking that are essential for advancement?
3. What are the rules (written or unwritten) in your organization on dating colleagues? Anything about the current approach that needs improvement?
4. What steps might be taken to ensure that social gatherings and after-hours events remain professional? How can your organization eliminate (or at least reduce) conditions that make sexual harassment more likely?
5. If you see a colleague behaving inappropriately, how should you respond? Should you ask the recipient of the inappropriate behavior for permission before reporting harassment to HR or management?
6. What can supervisors do to be more aware of potential harassment among those they supervise? How can supervisors better address and prevent harassment when it occurs?
7. Why are victims of workplace harassment reluctant to report it? What can be done to create greater trust and transparency so more harassment victims feel comfortable coming forward?
8. What are some of the costs to individuals and organizations as a whole of harassment? How might sexual harassment microaggressions add up over time?
9. How can allies and advocates make a difference and support victims of harassment?