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<https://www.usatoday.com/story/money/2018/10/05/metoo-movement-lacks-diversity-blacks-working-class-sexual-harassment/1443105002/>

Race and class impact sexual harassment

As a national conversation continues to take place about sexual harassment, an analysis by the National Women's Law Center of EEOC complaints filed between 2012 and 2016 found that race and industry appeared to play key roles in how likely women in the private sector were to experience such treatment on the job.



Per 100,000 women workers, Black women filed sexual harassment charges with the EEOC at nearly 3 times the rate of white, non-Hispanic women.



More than **1 in 3** (35.8%) women who filed charges alleging sexual harassment also alleged retaliation.



And **1 in 17** (5.8%) women also alleged discrimination based on race.

Generation X and Millennial women both filed more sexual harassment charges with the EEOC than Baby Boomer women.

Industries with the highest numbers of sexual harassment charges filed by women include:

- Accommodation/food services
- Administration
- Retail trade
- Support/waste management
- Health care/social assistance
- Remediation services
- Manufacturing

In every industry, Black women are disproportionately represented among women who filed sexual harassment charges.

Nearly **6 in 10** (58.9%) sexual harassment charges filed with the EEOC between 2012 and 2016 failed to list an industry, making it impossible to tell the industry where the alleged harassment occurred. The number of charges without an industry noted has increased dramatically over time.

43.9 percent of those who filed sexual harassment complaints worked for small businesses with 15 to 100 workers.

NOTE Generation X are born between 1965 and 1979, Millennials between 1980 and 1996 and Baby Boomers between 1946 and 1964.

SOURCE National Women's Law Center
