Sexual Harassment in Agriculture

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Legal issue: Human Rights Commission

Occupational Health & Safety issue

Prevention:

- Formalized Training
- Worker Leadership
- Reporting Procedures
- Base within LNI or DOH
1) Data and Impacts

• Definition: *Quid pro quo* (employment or benefits contingent on submission to sexual favors) & *hostile work environment* (sexually inappropriate behaviors creating a hostile or offensive work environment)

• ~75%, 3 in 4 farmworker women

• Agricultural sector is a risk environment

• Health Impacts
2) Parity with Other Sectors

- Exempt from basic worker protections
- Culture of disregard for the worker
- Environment of fear
- Reports are unmitigated, unresolved
- Lack of trust
- Cycle of harassment is perpetuated
3) Next Steps: Solutions

• POLICY
  ▪ Treat workplace sexual harassment as an occupational health & safety issue
  ▪ Mandate education and training in agriculture
  ▪ Fund efforts to develop culturally-tailored training tools: video

• LEGAL
  ▪ Hold companies responsible, not victims

• EMPLOYERS
  ▪ Include adequate training
  ▪ Clarify reporting structures
  ▪ Involve workers as leaders
  ▪ Change the culture of acceptance
Sources and References

1) PBS/Frontline, Rape in the Fields (documentary):

2) Working in Fear: Sexual Violence against Women Farmworkers in the United States: A Literature Review. Oxfam America:


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