

Job Seeker Nation Special Report

Harassment + Bullying at Work



How Bad Behavior is Changing
the Way We Search for Jobs and
Recruiters Fill Them

For years — and over the last one in particular — how people treat their coworkers has become increasingly subject to scrutiny. Company culture and values govern the modern workplace, and bad behavior is said to not be tolerated at the office. It's even enough to drive current employees away.

At Jobvite, after almost a decade of surveying job seekers on what they look for in work, we wanted to examine just how much this bad behavior impacts the way people search for jobs — and how it could impact the way recruiters brand companies and ultimately hire new talent.

The following report outlines the details around sexual harassment and bullying at work — how employees are speaking up, and taking a stand. While job seekers are quick to express outrage at harassment and bullying, the bottom line? Most of them would still accept a job where they knew bad behavior happened.

How are bullying and sexual harassment defined?

Bullying, *n.* Repeated, health-harming mistreatment of one or more persons (the targets) by one or more perpetrators. It is abusive conduct that is threatening, humiliating, or intimidating; work interference; or verbal abuse.¹

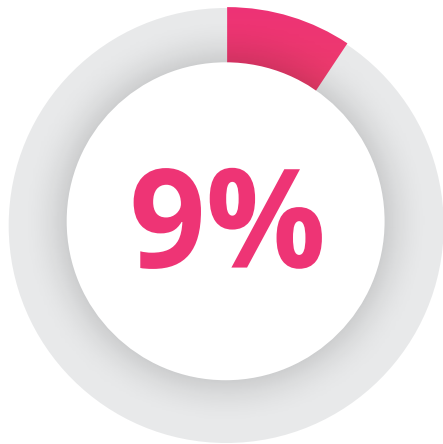
Sexual harassment, *n.* Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.²

¹ <http://www.workplacebullying.org/individuals/problem/definition/>

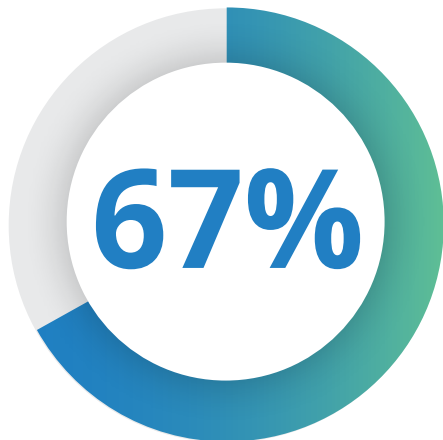
² https://www.eeoc.gov/laws/types/sexual_harassment.cfm

#MeToo: The State of Sexual Harassment

Here are the details on sexual harassment in today's American workplace.

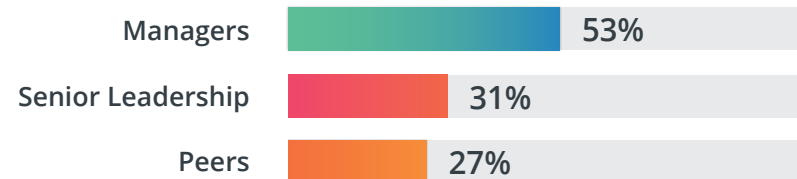


During the past two years, 9% of American workers were sexually harassed at work

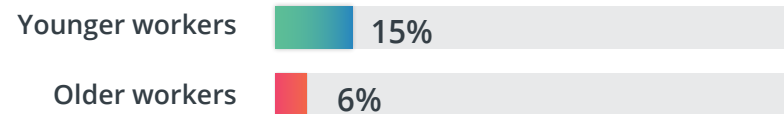


Most of the time though, survivors reported the incident to HR.

Who are the culprits?



Younger workers report increased instances of harassment.

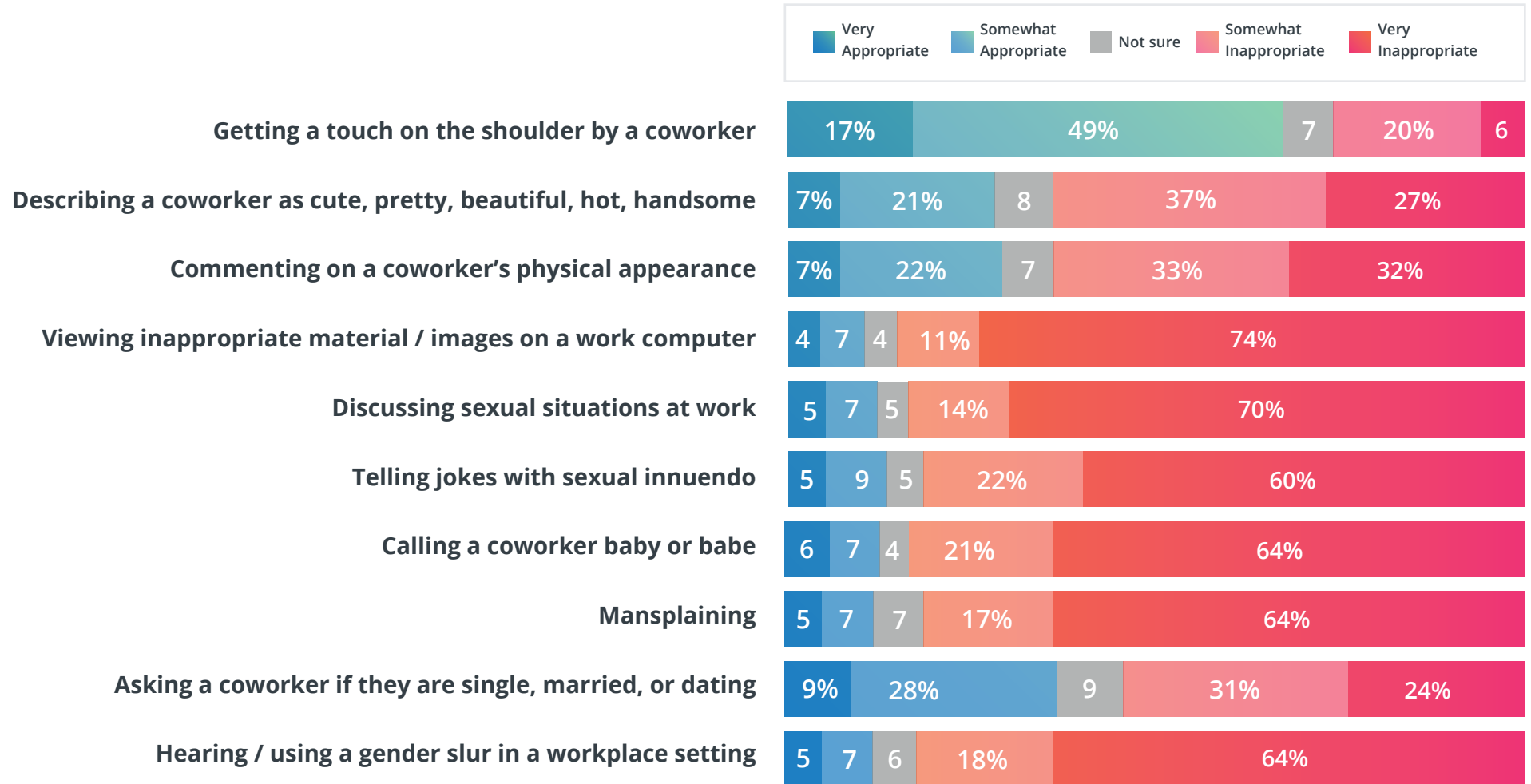


However, men are more likely to speak up than women



When the Line is Crossed

Workers rank the following behaviors on their level of appropriateness — and if they've gone too far.



The Culture of Speaking Up

Today's job seekers are comfortable reporting sexual harassment — but some report adverse effects.

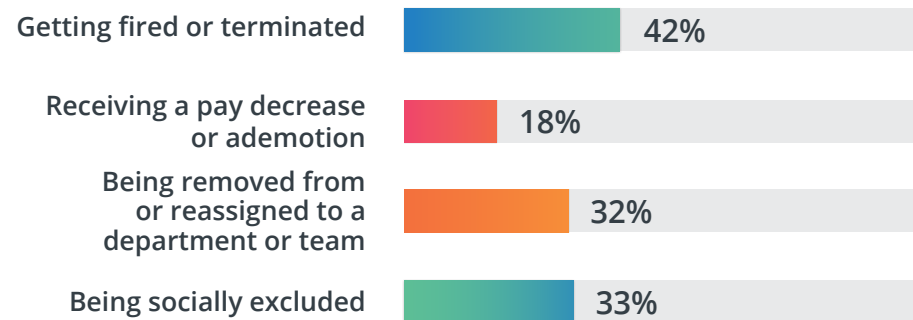
The good news:



However, men are more likely to speak up than women

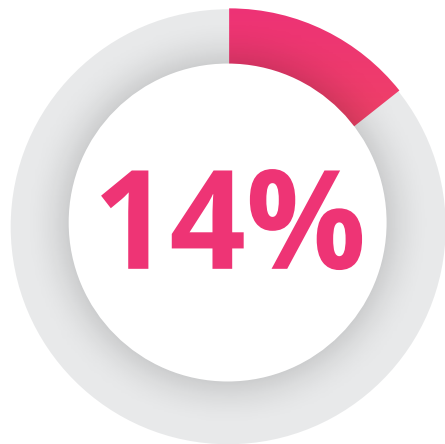


Of those 16%, it broke down like this:



Bullying: A More Pervasive Problem

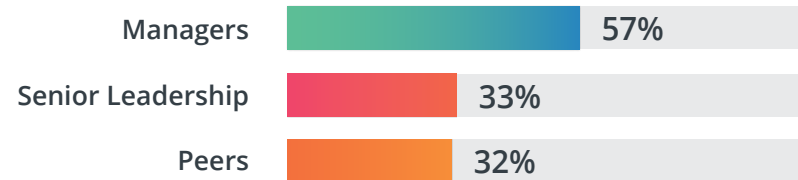
While harassment has received necessary attention this year, bullying in the workplace is a bigger issue than many have thought.



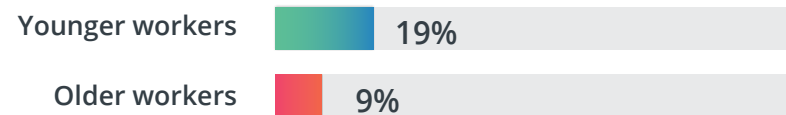
During the past two years, 14% of American workers were bullied at work.

While bullying and harassment victims claim similar levels of comfort with reporting bad behavior, bullying is actually **less likely** to be reported.

American workers bullied most often by



Especially younger workers



Both Men and Women are At Risk (in Different Ways)

72%

of job seekers polled believe that women are more vulnerable to workplace sexual harassment than men.

More women than men believe this, though.



But...

59%

of respondents also believe that harassment (sexual or bullying) of males is taken less seriously than when it happens to a woman in the workplace.

Job Seekers Won't Stand for Harassment

The majority of job seekers polled would at least consider leaving a company if they felt threatened in the workplace.

For those workers that have felt or ever do feel threatened in the workplace — by bullying or sexual harassment



For those job seekers who did deal with a harassment issue,



Just **15%** of job seekers report that their companies have changed its policies or made statements surrounding sexual harassment in light of recent movements.

90% of those believe the company did so appropriately. **If not** — **68%** believe the perpetrator didn't receive a fair punishment and **60%** say it took too long to see action.

For those job seekers whose companies haven't made changes, **13%** would be more likely to leave the company because of it.

Harassment and Its Impact on Hiring

Workers are paying close attention to how potential employers handle sexual harassment at the office.

48%

Almost half of job seekers would be discouraged from applying to a company if they heard about a sexual harassment incident that occurred there.

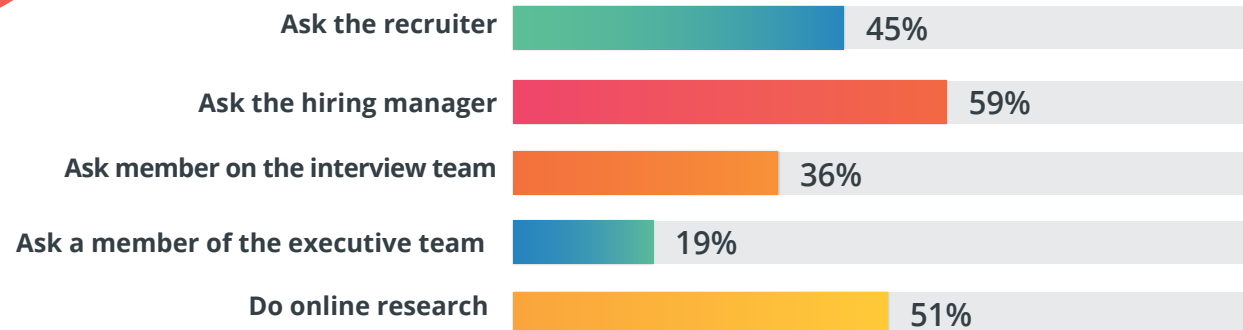
Women in particular would be less inclined to join.



63%

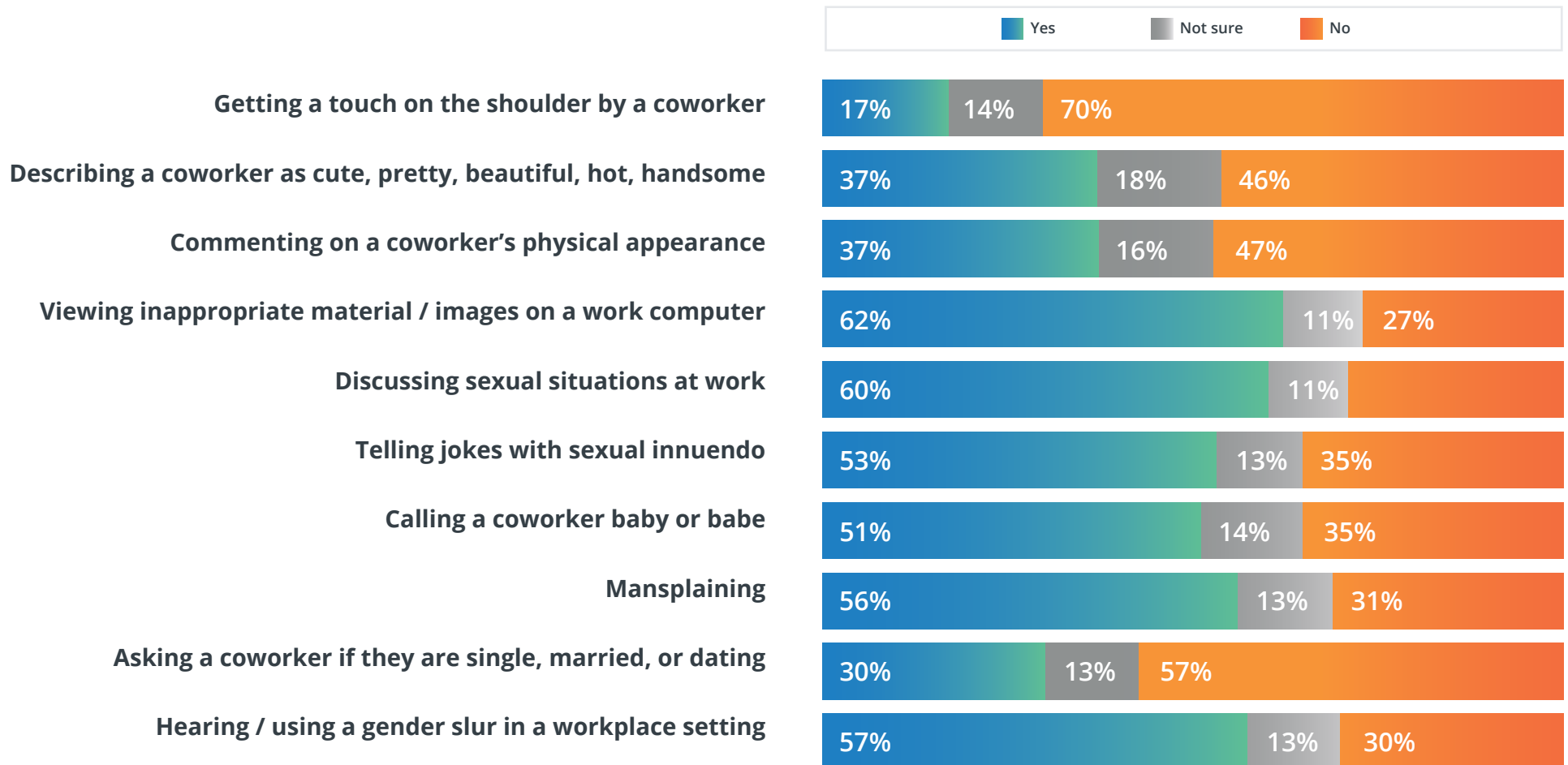
consider it important to know about the sexual harassment policy of a company they are considering joining.

How would they find out?



Harassment Drives Potential Employees Away

Workers share whether harassing behaviors would **impact the decision to accept an offer** from a company where they occurred.



Summary

It's clear that harassment and bullying make American workers think twice about joining a company with a track record. And while some organizations are making strides toward safer and more tolerant workplaces, many job seekers will still accept a job where bad behavior occurs.

How widespread is harassment — and how are companies addressing it?

- During the past two years, 9% of American workers were sexually harassed at work — and 67% of the time, survivors reported the abuse to HR.
- 82% of job seekers report their company taking action in the situation — but just 15% report that their companies have changed its policies or made statements surrounding sexual harassment in light of recent movements.
- 48% almost half of job seekers would be discouraged from applying to a company if they heard about a sexual harassment incident that occurred there.
- 63% consider it important to know about the sexual harassment policy of a company they are considering joining.

Is bullying becoming a more pervasive problem?

- During the past two years, 14% of American workers were bullied at work — most often by managers (57%).
- Bullying is less likely to be reported than sexual harassment, as 58% of job seekers who have been bullied at work in the last two years didn't report it (compared to just 33% of harassment).

About the Study

On behalf of Jobvite, Zogby Analytics conducted an online survey of 1,509 Adults in the US who are currently employed or looking for work. Jobvite supplied Zogby Analytics a list of contacts. Each invitation was password coded and secure, so that one respondent could only access the survey one time.

Based on a confidence interval of 95%, the margin of error for 1,509 is +/- 2.5 percentage points. This means that all other things being equal, if the identical survey were repeated, its confidence intervals would contain the true value of parameters 95 times out of 100.

Subsets of the data have a larger margin of error than the whole data set. As a rule, we do not rely on the validity of very small subsets of the data, especially sets smaller than 50-75 respondents. At that subset, we can make estimations based on the data, but in these cases the data is more qualitative than quantitative.

Additional factors can create error, such as question wording and question order.

About Jobvite

Jobvite is leading the next wave of recruitment innovation with Continuous Candidate Engagement (CCE), a candidate-centric recruiting model that helps companies engage candidates with meaningful experiences at the right time, in the right way, from first look to first day. The Jobvite Platform infuses automation and intelligence into today's expanded recruiting cycle to increase the speed, quality, and cost-effectiveness of talent acquisition. Focused exclusively on recruiting software since 2006 and headquartered in San Mateo, Jobvite has thousands of customers including LinkedIn, Schneider Electric, Premise Health, Zappos.com, and Blizzard Entertainment. To learn more, visit www.jobvite.com or follow us [@Jobvite](https://twitter.com/Jobvite).

Jobvite was also named a leader in the [“Forrester Wave for Talent Acquisition, Q3 2015,”](#) and a leader in [IDC’s MarketScape: Worldwide Modern Talent Acquisition Systems 2017.](#)

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