

Workplace Sexual Harassment (WSH)

WSH impacts mental and physical health, productivity, job satisfaction, career development, absenteeism, and turnover.

All workers are at risk of WSH. It negatively impacts the entire team, reducing overall satisfaction and increasing turnover.

Strategies for Addressing WSH

- **Build an organizational climate** promoting positive cultural values and attitudes that challenge WSH.
- **Create company policies that encourage respectful treatment** of employees and zero tolerance for WSH.
- **Codify company policies in employee manuals** and conduct formal orientation about those policies.
- **Implement appropriate management of complaints**, including grievance procedures that allow direct, anonymous reporting without retribution.
- **Enforce consequences for perpetrators.** Do not punish the victims.
- **Conduct sexual harassment training with all employees**, beyond the mandatory.
- **Conduct training that includes group discussion and bystander education** to foster a culture of caring and intervention on behalf of victims.
- **Promote under-represented groups to supervisory** and skilled roles to decrease power imbalances in the workplace.
- **Be vigilant of the higher risk to young female and seasonal workers.**
- **Recognize that all workers** are at risk of WSH.

Additional positive labor tools & resources:

<https://ucanr.edu/county/napa-county-ucce/viticulture>

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