

#NOGREYAREA REPORT: WORKPLACE SEXUAL HARASSMENT EXPERIENCED BY LGBTQ+ WOMEN IN WALES



Cymorth i Ferched Cymru
Welsh Women's Aid

97%

of LGBTQ+ women who responded to the survey said that they had **EXPERIENCED SEXUAL HARASSMENT AT WORK**, compared to 77% of heterosexual women.

“

As a bisexual woman I think some men think I'm "fair game" for inappropriate comments about my relationships or questions about my sex life that they would never ask straight colleagues.

”

LGBTQ+ women are

MORE LIKELY

to experience a wider range of **DIFFERENT TYPES OF SEXUAL HARASSMENT** than heterosexual women.

The majority (69%) of LGBTQ+ women feel that

EMPLOYERS COULD DO MORE to tackle sexual harassment at work.

81%

of LGBTQ+ women have **EXPERIENCED SEXUAL HARASSMENT AT WORK** on **MORE THAN ONE OCCASION**, compared to 67% of heterosexual women.

100%

of LGBTQ+ women who responded to our survey said that they had **EXPERIENCED SEXUAL HARASSMENT** at work from a man.

LGBTQ+ women are

FAR MORE LIKELY

(87%>54%) to experience

UNWANTED PHYSICAL TOUCH

at work than heterosexual women.

“

far too often it's on the woman (or person experiencing harassment) to either shut up and deal with it or to fight tooth and nail to get any resolution.

”

LGBTQ+ women are

FAR MORE LIKELY

(70%>49%) to be told that conversations that made them **FEEL**

UNCOMFORTABLE were

'JOKES' OR 'BANTER', compared to heterosexual women.

“

There is such a 'boys' club' culture in so many industries and they get away with so much.

”

The most common form of sexual harassment experienced by LGBTQ+ women at work was

'COMMENTS OF A SEXUAL NATURE THAT MADE [YOU] FEEL UNCOMFORTABLE',

followed by **'UNWANTED PHYSICAL TOUCH'** and then **'INAPPROPRIATE COMMENTS ABOUT [YOUR] APPEARANCE BECAUSE OF [YOUR] GENDER'**.

THE MAJORITY

(73%) of LGBTQ+ women

DID NOT REPORT

their experience of sexual harassment at work.

“

I have never reported it. It would just have been dismissed as "banter"

”

68%

of LGBTQ+ women said they had experienced sexual harassment at work from

MORE THAN ONE PERPETRATOR.

LGBTQ+ WOMEN

are more likely (63%>50%) to experience

SEXUAL HARASSMENT

from a

CO-WORKER

than their heterosexual colleagues.

“It is vital that in our efforts to tackle sexual harassment, we understand how this abuse intersects with other forms of discrimination in the workplace. This is having a hugely detrimental impact on the job security and career opportunities of LGBTQ+ women in Wales. Everyone has the right to work in an environment free from sexual harassment. Employers need to ensure that their workplaces are safe and inclusive spaces and that survivors feel believed and supported if they do disclose sexual harassment.”

Sara Kirkpatrick,
CEO, Welsh Women's Aid



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(Sample of 195 women in Wales, 32 of whom identified as LGBTQ+)