

# The Vicious Cycle of How the Glass Ceiling Fuels Workplace Sexual Harassment



A lack of women in these senior positions creates this “fraternity” where either you play along or get maligned

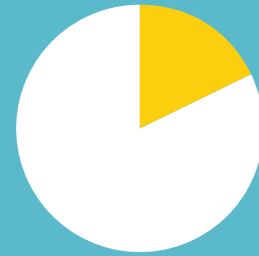


A lack of women in senior/powerful positions (Glass Ceiling) helps perpetuate a workplace culture in which sexual harassment is allowed to fester

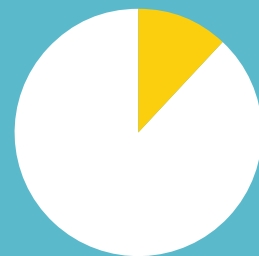


Nearly 1 in 3 women (ages 18–34) experience sexual harassment at work<sup>1</sup>

**70%** of the women harassed did not report it<sup>2</sup>

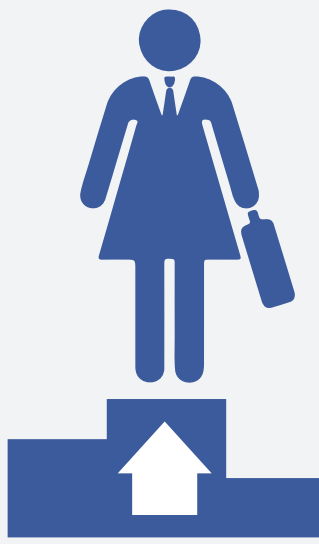


**18%**  
women of color<sup>3</sup>



**12%**  
white women<sup>4</sup>

skipped professional events because they did not feel safe attending—identifying a significant loss of career opportunities due to a hostile work climate



If more women are in supervisory, managerial, and executive jobs at a company, then the company is more likely to be proactive about addressing the problem and actually holding harassers accountable



Tie managers' financial compensation to how well they adhere to diversity and inclusion policies and other ethical business practices

Actually holding harassers accountable

Stop retaliation

Address complaints



Stop the “fraternity” culture that allows sexual harassment to fester

Create an even playing field for all



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1 Huffington Post, 1 In 3 Women Has Been Sexually Harassed At Work, According To Survey (December 2017), available at [https://www.huffingtonpost.com/2015/02/19/1-in-3-women-sexually-harassed-work-cosmopolitan\\_n\\_6713814.html](https://www.huffingtonpost.com/2015/02/19/1-in-3-women-sexually-harassed-work-cosmopolitan_n_6713814.html).  
2 Ibid.  
3 Journal of Geophysical Research: Planets, Double jeopardy in astronomy and planetary science: Women of color face greater risks of gendered and racial harassment (July 2017), available at [https://www.glassceilingdiscriminationlawyer.com/wp-content/uploads/2017/07/Clancy\\_et\\_al-2017-Journal\\_of\\_Geophysical\\_Research\\_Planets.pdf](https://www.glassceilingdiscriminationlawyer.com/wp-content/uploads/2017/07/Clancy_et_al-2017-Journal_of_Geophysical_Research_Planets.pdf)  
4 Ibid.