

groups are most at risk. As the founder of the Center for Talent Innovation, she was heavily involved in a survey of 3,213 college-educated employees between twenty-one and sixty-five years old employed full-time in white-collar positions. This research breaks down the percentages of female and male employees who were sexually harassed at work, sexually assaulted at work, if they were harassed or assaulted by a man or a woman, and if they were harassed or assaulted by someone junior or senior to them. Hewlett also analyzed the race of those who were sexually harassed or assaulted, the percentages of those in the LGBTQ+ community who were harassed or assaulted, and the job satisfaction of an employee depending on how sexual harassment and assault personally impacts them in the workplace.⁵

The findings show that 34% of female employees and 13% of male employees have been sexually harassed at work, and 7% of female employees and 5% of male employees have been sexually assaulted at work.⁶ While the breakdown of employees who were harassed fits into preconceived ideas of how women are at higher risk of misconduct, the fact that men are only two percentage points below women in terms of experiencing sexual assault at work is alarming. Men are often not included in the #MeToo movement as victims, and this startling statistic sets up Hewlett's later discussion of how men are sometimes hesitant to speak out about their experiences. This may be due to a variety of factors including the pressures of toxic masculinity and the fear that they may be laughed at by their peers if they were assaulted by a woman.⁷ Moreover, Hewlett found that 37% of both white women and Latinas in the study were harassed by a coworker, and Asian and African American women did not fall far behind at 23% and 25% respectively. Yet 7% of the African American women surveyed and 6% of the women in each of the other categories were victims of sexual assault.

For the men, 21% of African American men studied and 13% of the men in the other categories were sexually harassed at work, and 7% of African American men and Latinos, 6% of Asian men, and 4% of white men were sexually assaulted at work.⁸ This breakdown highlights the fact that, for both men and women, it is