### What kinds of gender discrimination and sexual harassment have you experienced?

- "The men did everything they could think of to get me to quit. They failed."
- "Assistant crew boss peeping Tom in my windows."
- "Comments: 'she made that decision based on emotion, it must have been her time of the month', 'if you aren't going to do this job, go put on your skirts', 'well, she's getting married, we just lost her'."
- "Young bucks assuming that I wanted to have sex with them when out in the field on a week long deployment."
- "Supervisor told me I was "high maintenance" when I reported locker room talk."
- "A married co-worker had pictures of me in folders on his desk. He sent me flowers. Then he blamed me."

### How did you cope with gender discrimination and sexual harassment?

- "Major mental breakdown."
- "Became more assertive."
- "Was angry."
- "Sucked it up. I was actually punished for speaking out."
- "Support from friends."
- "I drink a lot."
- "Avoidance of situations where I could be at risk."
- "Meditation and yoga."
- "Let it go."
- "Found another job."

Gender discrimination is defined as discrimination based on a person’s gender or sex.

Sexual harassment is defined as a form of gender-based violence and as discriminatory treatment. It includes unwelcome sexually determined behavior, such as: physical contact and advances, sexually colored remarks, showing pornography and sexual demands (whether by words or actions). Conduct is considered sexual harassment if it is: (1) unwanted, improper or offensive; (2) if the victim’s refusal or acceptance of the behavior influences decisions concerning her or his employment; or, (3) the conduct creates an intimidating, hostile or humiliating working environment for the recipient.
Have you ever personally experienced gender discrimination in your workplace?
- Yes 44%
- No 56%

Have you ever personally experienced sexual harassment in your workplace?
- Yes 23%
- No 77%

Was the event(s) reported?
- Yes 20%
- No 60%
- Sometimes 20%

Was the event(s) reported?
- Yes 29%
- No 64%
- Sometimes 7%

If you reported the event(s) were you supported by:

<table>
<thead>
<tr>
<th></th>
<th>Your manager</th>
<th>Your organization</th>
<th>External agent/organization</th>
<th>Legal intervention</th>
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</thead>
<tbody>
<tr>
<td>Yes</td>
<td>72%</td>
<td>75%</td>
<td>83%</td>
<td>79%</td>
</tr>
<tr>
<td>No</td>
<td>28%</td>
<td>25%</td>
<td>17%</td>
<td>21%</td>
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</tbody>
</table>

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</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>58%</td>
<td>53%</td>
<td>47%</td>
<td>82%</td>
</tr>
<tr>
<td>No</td>
<td>42%</td>
<td>47%</td>
<td>53%</td>
<td>18%</td>
</tr>
<tr>
<td>Sometimes</td>
<td>12%</td>
<td>20%</td>
<td>8%</td>
<td>6%</td>
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Have the issues been resolved to your satisfaction?
- Yes 19%
- No 50%
- Sometimes 31%

Have the issues been resolved to your satisfaction?
- Yes 34%
- No 46%
- Sometimes 20%