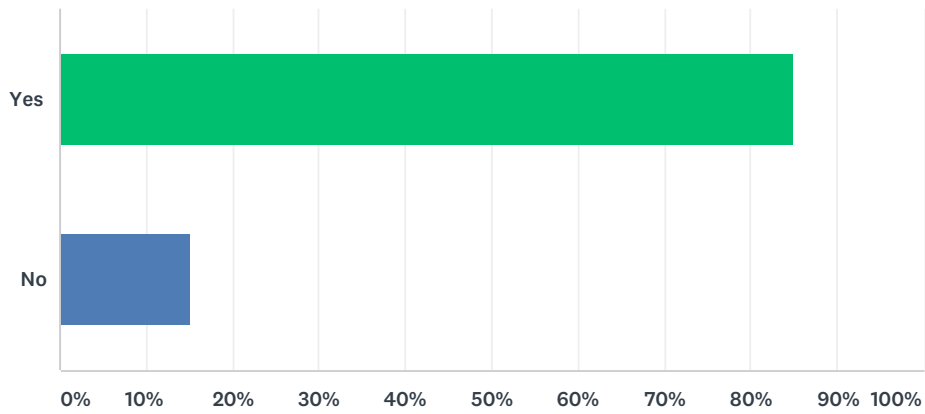


# Q1 Do you currently work for or with an arts and cultural organisation?

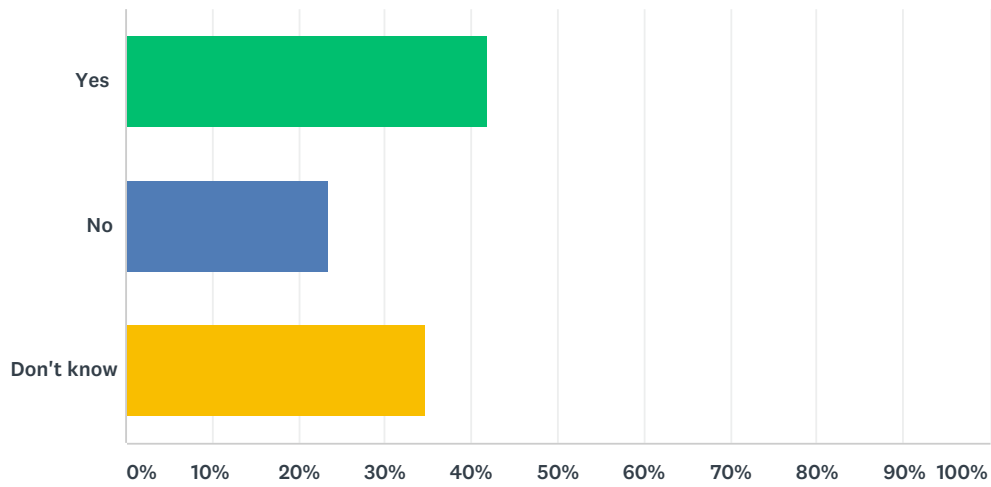
Answered: 1,580 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	84.87%	1,341
No	15.13%	239
TOTAL		1,580

## Q2 Does your organisation have a formal policy in place for dealing with allegations of sexual harassment?

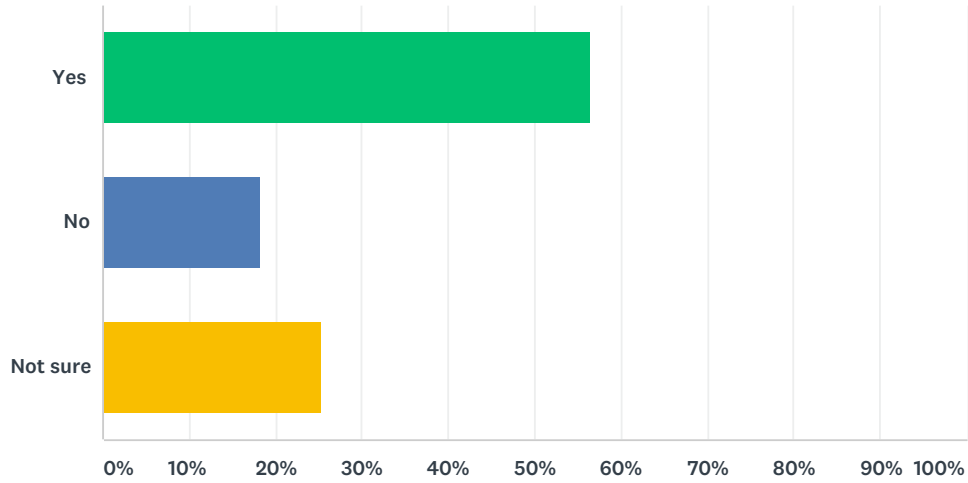
Answered: 1,078 Skipped: 502



ANSWER CHOICES	RESPONSES	
Yes	41.93%	452
No	23.38%	252
Don't know	34.69%	374
TOTAL		1,078

### Q3 Do you feel confident that your organisation would handle a complaint of sexual harassment appropriately if someone were to report it?

Answered: 1,075 Skipped: 505



ANSWER CHOICES	RESPONSES	
Yes	56.56%	608
No	18.23%	196
Not sure	25.21%	271
TOTAL		1,075

## Q4 Do you have any comments about the systems for dealing with sexual harassment in your organisation?

Answered: 253 Skipped: 1,327

#	RESPONSES	DATE
1	No matter the scale of the sexual harassment, each case should be dealt with in the same way. People deal with things differently and are not affected in the same way. What I might not bat an eyelid at may upset someone else.	11/15/2017 3:29 PM
2	Having a policy is one thing but if staff responsible aren't adequately trained in how to use it and/or staff don't have confidence in those whose job it is to implement it then there's a problem	11/15/2017 12:06 PM
3	No	11/15/2017 10:26 AM
4	Not so much the systems but the fact the systems are never really used. Sexually explicit conversation or intimidation is casual and many new, young women starting at the company are having to deal with predatory behaviour. I was one of them. I was told one senior man who would make sleazy comments as I worked was 'just like that'. Other men would laugh when he said those things and then cowardly apologise to in secret for egging him on after I had told them how uncomfortable it made me feel. This is only a single example of a long line sexual harassment within the Arts.	11/15/2017 9:57 AM
5	There are always hazy lines in disclosing information as sensitive as this, but I know my employer is actively reviewing the policy in place and addressing areas in the policy not working as well as they should, by providing consultation and training to its employees	11/14/2017 11:38 PM
6	Not within my current organization, no.	11/14/2017 11:23 PM
7	It depends on the circumstances. An issue with one member of staff was raised by several women and was promptly dealt with. In other cases, where less people have complained there has been very little done.	11/14/2017 8:52 PM
8	My experience of sexual harassment in the workplace were with a previous organisation whom I left because of the lack of support I received.	11/14/2017 7:09 PM
9	I trust and like the people I work with and know the chain of people I would need to talk to if I had concerns.	11/14/2017 6:27 PM
10	No	11/14/2017 5:34 PM
11	Ineffective	11/14/2017 4:51 PM
12	Ineffective	11/14/2017 4:48 PM
13	our org is doing very clear work around diversity, which I think will contribute positively to the conversation around gender equality and sexual harassment.	11/14/2017 4:07 PM
14	I have raised an issue of inappropriate behaviour (sexual harassment) with my employer. Nothing has been done and there's been no follow-up.	11/14/2017 11:59 AM
15	Feel that in light of recent allegations, good employers should be highlighting and reiterating their policies.	11/14/2017 11:59 AM
16	Any form of harassment is taken seriously when reported in our gallery. I was being intimidated daily by a builders working across the road from my office. Our gallery manager was very sympathetic to my complaint, and took all the complaints from female members of staff in this case, and reported it to the building site manager. He in turn took the matter in hand and the intimidation stopped immediately. That reassured me that not only did our organisation look out for the rights of staff, but so did the building company who clearly did not want to promote a culture of intimidation of lad-ism.	11/14/2017 11:38 AM
17	It would be good to be clear about what the systems in place are.	11/14/2017 11:15 AM
18	no	11/14/2017 10:42 AM
19	As far as I am aware there are no systems in place for dealing with sexual harassment in this organisation. If I had any concerns I would speak informally to the Director.	11/14/2017 9:55 AM
20	I work for arts organisations but as a freelance	11/14/2017 9:53 AM

## Sexual harassment in the arts

21	We are a very tiny organisation - I'd appreciate a guidance / code of conduct that we can use as a template or go-to - especially one that recognises the prevalence of us working with people outside the organisation and people in other big partner organisations and how to set partner agreements that put these things in place at the start of a partnership.	11/14/2017 9:39 AM
22	No comment due to ignorance or awareness of any system.	11/14/2017 9:19 AM
23	Informal complaints amongst colleagues about sexual harassment and inappropriate behaviour are swept under the carpet so I really don't think that a formal complaint would be taken seriously.	11/14/2017 8:36 AM
24	We have received training, and are part of a well-being collective across arts organisations.	11/14/2017 1:47 AM
25	It is almost impossible to prove, as it usually comes down to one person's word against another person's word, and as we've seen in a number of cases, senior managers stick together.	11/14/2017 1:14 AM
26	There is no clear person to report this to in a safe space.	11/13/2017 11:43 PM
27	It needs to be formalised and not assumed it doesn't or won't occur or that it's harmless.	11/13/2017 9:19 PM
28	I create them so I am responsible for ensuring harassment is dealt with effectively	11/13/2017 8:28 PM
29	Our bullying and harassment policy sets out an approach to reporting harassment with clear procedure for how this should be dealt with, and what support the complainant can expect.	11/13/2017 8:09 PM
30	Reported an incident and org failed to act due to influence and reputation of the man who assaulted me	11/13/2017 7:55 PM
31	They ought to be more visible and fronted more overtly by very senior leadership.	11/13/2017 7:10 PM
32	Though I am confident about our policies and systems I also believe they should be regularly reviewed and right now is no exception. There is a lot that we can all learn.	11/13/2017 7:07 PM
33	It would depend who the issue was with: it's a very hierarchical organisation.	11/13/2017 7:04 PM
34	Very small organisation, perhaps no previous need but we do not know, do we!	11/13/2017 6:24 PM
35	It is critical to have good strong unbiased people in the HR department.	11/13/2017 6:07 PM
36	It is important to protect the victim(s) and be fair and open and abide by rules of natural justice in the process- many companies rush to judgement and too many fail to support Whistleblowers	11/13/2017 5:53 PM
37	We work with young people so our we are very versed in safeguarding - it definitely influences on the way we work with each other as an adult team.	11/13/2017 5:51 PM
38	I told senior staff I could not work with an individual who had assaulted me in the past, and they refused to believe me and actively accused me of lying.	11/13/2017 5:23 PM
39	I believe that my organisation doesn't keep records in a way that would allow you to tell if there have been multiple complaints against the same individual; this is a concern, though I have learned this by hearsay and cannot confirm.	11/13/2017 5:20 PM
40	I feel further training is required to make everyone aware there is a clear system in place	11/13/2017 4:46 PM
41	We don't have a designated HR Team, only one person. If you don't feel confident approaching just one person it can be difficult- there doesn't seem to be any formal procedure that staff know about- I'm sure if we asked or looked for one we might find it. It's not common knowledge though.	11/13/2017 4:31 PM
42	It is a small organisation run by women who are responsible and there is a hierarchy for grievance and disciplinary processes. We will be looking at the recent Code Of Conduct recommendations from the Royal Court in order to review and update our practices.	11/13/2017 4:12 PM
43	I am not sure we've thought about creating a system for dealing with sexual harassment because we're a small company with all straight women and one gay man, but we should.	11/13/2017 3:41 PM
44	HR only protects upper management. There is a lot of 'sweep it under the carpet' culture in place.	11/13/2017 3:27 PM
45	Our organisation tends to turn a blind eye to protect upper management.	11/13/2017 3:24 PM
46	it is critical to have a strong head of HR to create a safe space for any complainant.	11/13/2017 2:08 PM
47	Too small to implement procedures.	11/13/2017 2:03 PM
48	My organisation is very, very small with only 2 employees, so it's much easier to oversee and really know everyone than in larger environments.	11/13/2017 2:03 PM
49	I would be most concerned about sexual harassment from gay men to straight women. It isn't seen as serious.	11/13/2017 2:01 PM

## Sexual harassment in the arts

50	No one has the right to harass anyone for any reason.	11/13/2017 1:58 PM
51	The policy and procedure is clear and appropriate.	11/13/2017 1:56 PM
52	We are a small emerging company with few resources to do the work we want to do let alone manage the wider responsibilities of a company.	11/13/2017 1:56 PM
53	There are very rigorous systems and compulsory training in place but I have to say I have overheard comments on the behaviour of one older, male and highly senior staff member (only one) in my short time here and it is all too similar to my experience as a young female in a BBC environment 20 years ago. In other words, there is a still a gap, however minor, between rules and culture (particularly when it comes to older, senior, white males).	11/13/2017 1:53 PM
54	I lead the Arts and EducationNetwork: South East Wales. We are based within a local authority so are subject to their policies. Through your survey asking the question, I have enquired about the LA's policy and I am amazed that there is not one. This means that staff are left vulnerable with no official complaint system.	11/13/2017 1:51 PM
55	the systems are conflict-averse, and tend to downplay problems when they occur	11/13/2017 1:48 PM
56	If there are any specific procedures, I have not been made aware of them. I would assume I would need to contact the HR department	11/13/2017 1:47 PM
57	There have been occasions where we have been harassed by our long term clients and mentioned to senior members of staff in an informal way but they seemed unconcerned	11/13/2017 1:46 PM
58	They have not been publicised to staff.	11/13/2017 1:41 PM
59	There is a policy but it doesn't seem to apply to senior management	11/13/2017 1:41 PM
60	I know that historically a case was dealt with, although I don't know the details	11/13/2017 1:38 PM
61	I work with a lot of arts organisations. Nobody has ever talked to me about harassment, either to make clear that I mustn't do it (I'm a man) or to indicate that it would be taken seriously if I were to report it.	11/13/2017 1:37 PM
62	I don't think we have any specific systems - other than a HR function & management experience which deals with poor behaviour more generally.	11/13/2017 1:36 PM
63	We don't have a policy that is specifically about sexual harassment between staff, but we are a veery small organisation that has historically been mainly women. However we work extensively with different communities and have sexual harassment from, towards and between participants written into our safeguarding practice.	11/13/2017 1:30 PM
64	They are based on general industry systems, which are very vague in terms of concrete action to be taken. As a smaller arts organization, we feel that an incident or complaint would be handled quickly and in detail, particularly since we are female led. However, systems are only as good as the way they are implemented - a change in culture (achieved more readily with female managers) is a far better preventative measure than having responsive systems in place.	11/13/2017 1:27 PM
65	Ours is (like many) a very small organisation which raises its own special issues as there are few reporting layers and no HR department. In one sense it would be clear who to complain to - there are two directors and a general manager; if one of the directors behaved inappropriately the person affected would be able to complain to the manager and vice versa. In this event we would be guided by the board, and probably take advice from the ITC, on what to do next. As with so many things in a small organisation it's less a system than an application of common sense (hopefully).	11/13/2017 1:27 PM
66	There is a policy, but it is not widely discussed	11/13/2017 1:26 PM
67	I am concern as the only male member of staff that I would be discriminated against	11/13/2017 1:23 PM
68	The university is only trying to protect itself.	11/13/2017 1:21 PM
69	There aren't any. And as a very small organisation, it would be everyone's business.	11/13/2017 1:20 PM
70	Personally I have not not been a victim but I have witnessed a much older senior male member of staff make inappropriate comments to a young female junior member of staff. When I mentioned it to a colleague I was told that's what he's like. I've since them always made sure that when he talks to any of my young female members of staff I'm around and if not warn them to move away if he 'looms' over them.	11/13/2017 1:15 PM
71	We have none!	11/13/2017 1:14 PM

## Sexual harassment in the arts

72	I work in an all male environment and there is definitely a culture of entitlement, that throwaway comments are either banter, or recognizably insulting. It goes beyond sexual abuse, when male staff treat vulnerable females with unprofessional physical contact. It feels like constructive dismissal, because I am currently looking for work in a non threatening environment.	11/13/2017 1:11 PM
73	there is no system per say. It would be dealt with informally or using the safeguarding policy.	11/13/2017 1:05 PM
74	no	11/13/2017 1:03 PM
75	Contained within our general bullying and harassment policy, we reference sexual harassment.	11/13/2017 1:02 PM
76	No specific systems or policy are currently in place. Although I believe there is a complaint policy in place.	11/13/2017 12:58 PM
77	I think there may be an issue with what would constitute to be a legitimate complaint. I work in a cultural organisation within a local authority. Whilst I feel comfortable and safe working within my organisation I feel that there are unstated rules within the political environment of local government. Should any sexual harassment occur when working with local councillors for example, I am not sure that the same systems would necessarily apply, or that I would feel safe in making a complaint.	11/13/2017 12:55 PM
78	No	11/13/2017 12:53 PM
79	Any issues that I have been made aware of have been dealt with seriously and proactively.	11/13/2017 12:53 PM
80	The fact that I am not sure about the process means that it isn't as clear as it could be. I think people need reassurance in this area in order to feel safe enough to disclose	11/13/2017 12:52 PM
81	We are a small organisation. I think that the issue is more likely to arise in our partnerships with other organisations. Therefore we are working on how to ensure that partnership agreements explicitly include statement on sexual harassment in the workplace.	11/13/2017 12:50 PM
82	Many arts organisations are very small, and staff are transitory. If they are not NPOs there is no requirement for such policies. It would be good to encourage even G4A applicants to consider such policies.	11/13/2017 12:50 PM
83	I feel like there would be nothing to protect those who are LGBT+ if they were being sexually harassed.	11/13/2017 12:44 PM
84	As a freelancer, I often work on what feels like the outside of most policies.	11/13/2017 12:31 PM
85	I work in livestreaming - full of men who all know each other (the boys club). I'm the struggling freelancer who doesn't get much work from them. I doubt they'd pay much attention - more brush it under the carpet but I'm making an assumption.	11/13/2017 12:31 PM
86	there aren't any	11/13/2017 12:27 PM
87	There are no protections in place for freelance musicians.	11/13/2017 12:26 PM
88	I've not heard of any complaints in the several years I've been here of this specific nature. The organisation has good systems in place overall for complaints procedure and detailed expectations about behaviour and etiquette.	11/13/2017 12:25 PM
89	Small organisation, lots of home-working, quite hard for managers to do anything proactively as they don't see their colleagues very often.	11/13/2017 12:23 PM
90	Unless it was violent and/or rape, it's unlikely to be reported through formal channels. More likely to be dealt with in other ways.	11/13/2017 12:03 PM
91	I am a self employed arts professional working with multiple arts organisations. There is no system in place for the self employed when the issue is with the boss. If you do take it further you loose work instantly. Not everyone can afford to do this.	11/13/2017 11:59 AM
92	People at the top are often in cahoots to keep themselves on top. The game is the same in any industry - white men (and women) in power are always going to get away with unacceptable behaviours: of bullying (physical, sexual, emotional, invisible etc). You are deemed the troublemaker if you speak up. Women too harass women who are younger, darker etc. This is worse as they call themselves feminists, liberal, etc and are vocal about sexism. They criticise your looks, how you dress, how you behave. This is sexual harassment.	11/11/2017 6:55 PM
93	Small theatre company run [REDACTED] by the man my director who sexually harassed me. So no one to complain to. Except him. I did. He stopped. Apologized much later. He's a bully. He bullied everyone on the production. I was his whipping girl / stage manager. I'm also 52. It took some courage to confront him. If I was younger. Well I was younger and many other stories (too many) to tell. This was my last experience being sexually harassed. I'm feisty only because I'm tired yet enraged at his Gaul	11/10/2017 11:43 PM

## Sexual harassment in the arts

94	I would hope that we would deal with any allegations robustly and fairly but if small organisations don't have a policy the tendency can be to minimise because of personal relationships.	11/10/2017 10:15 PM
95	I know the policy exists, because I've looked at the employee manual, but my previous executive director was inappropriate with me several times in the workplace such that I would feel uncomfortable even approaching the subject. When the person who would ultimately be responsible for implementing the policy is the one violating it, it doesn't fill you with confidence that your concerns will be taken seriously.	11/10/2017 10:15 PM
96	I know from experience that any allegations would be taken incredibly seriously if regarding a low-level staffer but would be completely ignored if they regard a patron and potentially threaten your job if they involved a high-level donor. I've seen all three happen.	11/10/2017 4:58 PM
97	While there are mechanisms and policies in place for dealing with sexual and other forms of harassment, I do not have full confidence in our HR Manager and Directors to always pursue this correctly. There can be a 'head in the sand' attitude when faced with situations involving difficult confrontations which I have observed in other areas of work.	11/10/2017 4:34 PM
98	Disclosing to senior staff who are close or to the board who are friends of senior staff about senior staff behaviour does not fill me with confidence regarding the process of investigation and action that might be taken.	11/10/2017 2:18 PM
99	Has worked well for many years	11/10/2017 2:17 PM
100	Works very well	11/10/2017 2:13 PM
101	Reporting to senior staff who are close or to the board who are friends of senior staff about senior staff behaviour does not fill me with confidence regarding how a disclosure would be handled	11/10/2017 2:13 PM
102	Our board finally took action but only after management threatened immediate resignation on behalf of those who had been harassed. [REDACTED]	11/10/2017 1:46 PM
103	A complaint would be dealt with via the standard disciplinary/grievance policies. These are off the shelf HR documents, not nuanced for the sensitivities of sexual harassment - or other forms of bullying. As most systems require the complaint to be escalated, it would soon reach senior levels - including the board - who frequently seem out of touch with the idea that theatre is a work place rather than some kind of dream factory.	11/10/2017 1:42 PM
104	With a lack of HR and policy in place sexual harassment, bullying and intimidation easily slips through the net. Although I know of no one who in the organisation has suffered from sexual harassment there is most definitely extreme bullying and distressed caused by individuals and although incidents are raised they continue to be allowed to be working in the organisation and workers suffer.	11/10/2017 1:31 PM
105	We do not have a specific policy as it is a very small business. However as a woman and in charge of the organisation, I would take any claims very seriously. I was once accused by a male employee of bias towards other female members of staff. I think all claims of this nature are very troubling. So much is bound up with individual understandings and sensitivities. What is playful with one employee/colleague can be hurtful and insensitive with another. Training for understanding different sensitivities and growth of empathy is not something I know of. We need to understand and feel comfortable with one another. Open and clear communication between staff and colleagues I believe is absolutely key.	11/10/2017 1:00 PM
106	I have a boss who wouldn't tolerate for a moment any sort of harassment at all.	11/10/2017 12:29 PM
107	The organisation works across the sector with many other cultural organisations. I'm therefore witnessing and experiencing harassment in many parts of the sector and often dealing with a case would mean making complaints about clients.	11/10/2017 8:45 AM
108	Our executive director would fumble through complaints as best he could. No follow through or action would take place.	11/9/2017 6:02 PM
109	No particular comment except to say that as an employee, I appreciate there a policy exists and that I would feel safe to report any improprieties without fear of backlash.	11/8/2017 10:01 PM
110	I am freelance currently, but used to be a standard employee - PAYE - in a number of arts organisations. I cannot, therefore, really speak about (present) freelance employers and their systems. However, I would still like to contribute to this survey based on past experiences etc.	11/7/2017 9:39 PM
111	It is unlikely to occur as we are a small organization	11/7/2017 9:16 PM
112	My current organisation prides itself on having good policies in place. While there are policies for complaints, health and safety, equal opportunities and many other things, there is nothing specifically about dealing with sexual harassment.	11/7/2017 5:43 PM



## Sexual harassment in the arts

113	We're a small organisation so there is no HR provision which is why I think it might not be a straightforward process.	11/7/2017 10:13 AM
114	I don't think that have to detailed to us. It hasn't been talked about so I am unsure how they would handle it if a complaint was made.	11/5/2017 9:59 AM
115	As a freelancer - any safeguarding systems like this often aren't explained to you and on the one time I experienced sexual harassment on a filming job, I didn't feel I could say anything as I worked for them so infrequently and he was an instrumental part of the company, so I wasn't sure I would be believed / invited back.	11/4/2017 11:31 PM
116	There are none and raising a concern is seen as making a problem, jepordising your own role.	11/4/2017 5:36 PM
117	I don't know, but I have experienced this in the past 20 years ago.	11/4/2017 5:35 AM
118	Non existent.	11/3/2017 8:10 PM
119	Our policy is now robust following a previous allegation.we learned our lesson.	11/3/2017 6:09 PM
120	It's not clear who to report it to	11/3/2017 6:01 PM
121	There have been several complaints I know of but since hr is a woman also in fear of her job she does nothing.	11/3/2017 2:53 PM
122	They are currently unclear, but I have confidence that they will be made clearer.	11/2/2017 11:48 AM
123	According to the Policies here were I work. The "harassment" needs to be consistent and hinder work relation and is only until then when it is considered harassment.	10/31/2017 6:05 PM
124	Information on systems for reporting and dealing with any incidents of harassment are available to all staff. Thankfully we have not needed to refer to these since I have been in post (5 years). If an incident did arise, I imagine it would be difficult and stressful and (as a small organisation) it would be helpful to have access to specific HR expertise to provide guidance and support.	10/31/2017 2:57 PM
125	We are a small organisation that outsources HR. I feel confident that my superiors would take my allegations seriously. We are a majority female organisation, which helps both in terms of being taken seriously and in avoiding harassment arising in the first place.	10/30/2017 2:22 PM
126	There certainly isn't enough conversation or training regarding sexual harassment, and when an issue was raised this year with temporary summer staff, it was not handled well.	10/30/2017 2:11 PM
127	I am the person who would be responsible for dealing with it and I don't feel I have enough experience or training - as with many arts organisations we have a tiny pool of staff and little funds so we have to take on roles we are not precisely trained for. I would obviously do my best and in terms of sensitivity and putting the victim first I would feel more sure of myself.	10/30/2017 12:26 PM
128	There is no policy and probably an assumption that any harassment would come from members of the public rather than members of staff. Give my observations of how they have dealt with other issues around bullying I would suggest they would approach it un a well intentioned way but that it's possible that personal relationships would cloud judgement in the absence of policy. It's a relitively small organisation.	10/30/2017 12:19 PM
129	I'm sure my work would handle any situation professionally - my line manager would certainly take any complaint very seriously indeed. But this survey does remind me that I should look through my contract or the work handbook to check what the process would be for lodging a complaint about sexual harassment, or any other type of harassment or grievance for that matter - I really should be more aware of how our complaints system works than I am.	10/30/2017 11:15 AM
130	It's not something that has been raised a great deal - there's a general assumption that comments made about your appearance are something you should put up with, not complain about. This is not classed as sexual harassment but can still leave one feeling uncomfortable and that the value of ones work can based on how one looks rather than what is delivered at a subliminal level. Which can be incredibly frustrating when men are not as likely to be subjected to this	10/29/2017 12:33 PM
131	Although my organisation has policies and procedures in place I am not confident these would be implimented or followed through if staff have to report via their line manager or HR department...such matters can be diminished if it involves reporting innapropriate behaviours of senior staff or longer time served staff who appear to be protected by an invisible shield of institutionalised behaviour and acceptance	10/29/2017 8:10 AM
132	The SMT at the arts charity I work for can't be relied upon to deal sensitively with difficult HR issues. There is no discretion. I think sexual harassment would be handled very badly. I am unaware of any policies or procedures.	10/28/2017 7:35 PM

## Sexual harassment in the arts

133	<p>We have a 'Dignity at Work' Policy which has a small number of 'designated people' who are trained members of staff expected to act as first contact point for anyone with a complaint. So the first thing staff have to do is go to one of these people to discuss their complaint. This is in an institution with only 154 staff members, so everyone knows everyone, and with these designated people, some are not trusted, many would have a back story with other members of staff, so the person you choose to go to is limited by this. These are not professional psychologists or HR people, they are curators, documentation assistants, clerical officers, managers etc. It is totally inappropriate - an external, objective professional should be engaged to act as this first contact point for anyone who has had any such experiences. Since this system was in place, no one has come forward, most seem to be scared to use this system, or don't trust the confidentiality of the designated person system. We know there have been cases of sexual abuse in recent times, mainly to interns and volunteers who are young and unfamiliar with the policy, often not suitably trained on the procedures and are afraid to make a complaint in case it taints their future career, hence the reason they are the easiest to abuse. It's disgusting what people are getting away with on a constant basis.</p>	10/28/2017 5:16 PM
134	Small organisation so little in place for these issues	10/28/2017 8:50 AM
135	We will now look at a safe disclosure policy and implement it.	10/28/2017 3:24 AM
136	<p>I discuss several Organisations: I am semi-retired, only taking occasional temporary work contracts. I have not been well enough and care for parent, to do much since being made redundant (followed by pension.). As a young student my Colleges seemed to over-look sexual Harassment. It appeared to be a kind of joke - 'men behaving badly' or 'just fit in and play the game' 'they don't mean any harm, men being men', 'it's just fun' etc. attitudes. Despite feeling uncomfortable quite often, I never felt able to tell the other men in charge about these situations. Few women were teaching H. Ed. then. Sexual Harassment was never discussed in any form by anybody, no leaflets, and no student body seemed to think it was a significant topic of discussion. However there was a lot of left wing politics and social organising by the students Union. The Organizer reps. were usually young men. They usually supported the Women's Lib. movement at that time, but sexual 'revolution' was also encouraged, and I think young women may have felt confused about expectations with men at times. The main purpose of Women's Lib. in Education did not seem to make much impression on the Colleges. The older professional Male hierarchy made a great impression on us. Some students did protect a female tutor they noticed was being sidelined and depreciated by some dominant males (the majority). The better tutors supported us and her. A was approached to be 'the mistress' of one male tutor on first arriving at one College. He was unattractive and middle-aged, I said 'No' firmly but felt a little flattered, confused, a bit anxious. I didn't think to tell anyone in charge - a bit embarrassed. These feelings continued when a friend had a major affair with an older Tutor, and pulled me into innocently supporting her and him out of loyalty, although I disapproved. Everyone knew about this, nothing was ever said. These events caused me long term worry and stress, and some confusion, which I hadn't had before. I even remember feeling inadequate for turning down the first man. There was no counselling available I knew of. I was left vulnerable to manipulation and hurt. I have worked in various organizations over the years mostly in an Arts capacity. Quite often promotions, wages, and opportunities seemed to operate mysteriously, and I saw other women put up with sexual harassment but the Authority seeming to not do much about it. I supported one myself. It took years for her to get full compensation. Key worker Housing: over age of 45: My Landlord has allowed sexist comments to be made to me when I was being harassed by a mentally ill tenant (only once with a sexual connotation (spy glasses on my windows) and other aggressive behaviours). This was ignored, overlooked and the Landlord's Agent insulted me twice over it with sexist comments. The Police turned up after 4 hours but told me I mustn't photograph him doing anything. Evidence? none. I felt let down by Landlord and more vulnerable. I had nightmares about him raping me. I lived in fear for some years. One community Policeman handled things very badly! I was in a state of shock for weeks, shaking and couldn't trust the Police for some time. I was already staying away from my home a lot because of this man. They left me more traumatized, hurt and vulnerable. I always trusted the Police before this. Other Policemen later were very supportive and kind about it. I eventually got some Victim Support counseling and an alarm. I resented the emotional stress I was put under. I have never had an apology from the Housing group or a full explanation/apology for being treated so nastily.</p>	10/28/2017 12:07 AM
137	<p>having been here a long time and looking back it wasn't handled it was ignored and made to go away. things seem better now but I haven't had to test the system thankfully.</p>	10/27/2017 5:40 PM
138	<p>I feel confident that there are sensible processes in place to stop harassment happening within my current work place. However, this does throw into stark relief the lack of support in some of the organisations I have worked with previously.</p>	10/27/2017 5:40 PM
139	<p>It's a fairly tight knit place, so while I don't think anyone would maliciously cover something up (though who knows), I imagine there might be a certain level of disbelief if someone high up and/or well-liked was reported to have sexually harassed someone. I'm not saying it wouldn't be dealt with appropriately, but I think there is a small chance of difficulty.</p>	10/27/2017 5:22 PM

## Sexual harassment in the arts

140	This has not happened recently but some years ago an allegation was not dealt with in a sympathetic way to the victim and the guy was known to pester women	10/27/2017 3:26 PM
141	I have no idea what the systems are - it was probably in the employee handbook i got when i started, but no one actually talked it through.	10/27/2017 2:01 PM
142	This would come under our formal complaints policy.	10/27/2017 12:41 PM
143	It hasn't come up so far. A problem that can happen within arts organisations especially small ones is the blurring of the lines between professional and personal. We are a close knit group creating from a passion for what we do so sometimes its difficult to draw the line, particularly in high pressure situations. Fortunately we haven't had any problems in this area and I hope that we would be aware enough to see if any problems were developing.	10/27/2017 12:38 PM
144	Non existent	10/27/2017 10:14 AM
145	organisation is so small it would all feel too personal	10/27/2017 9:22 AM
146	The organisation is small and currently the core staff are all female, so I don't think much consideration has been given to sexual harrassment policy, although as women some of us have experienced harrassment elsewhere.	10/27/2017 8:48 AM
147	The CEO says he would deal with it but as there is no formal policy I feel the reputation of the organisation would come first.	10/27/2017 6:50 AM
148	There aren't any that I am aware of, or at least they haven't been shared with the wider team.	10/27/2017 12:27 AM
149	They are not clear, so it could be uncomfortable reporting sexual assault due to not know what will happen.	10/26/2017 10:37 PM
150	Yes. It's widely and routinely ignored.	10/26/2017 8:16 PM
151	I have recently been through my organisations internal srxual harassment and discrimination process after being told for over two years 'to keep my head down' and brushed off with comment such as 'that's just there generation' when reporting unacceptable behabpur from senior males. Once officially reported to the head of HR (and finance, who was a culprit himself) I was maid to feel like a liar, a trouble maker and I now struggle every day not only to keep my job but to be taken seriously by managemt. Almost all of whom where involved in one way or another and who through a process of investigation were proven guilty. The result? Verbal warnings and rewriting an ineffective hand book. Actual result? My job is now impossible.	10/26/2017 7:33 PM
152	I imagine we need to create some sort of policy and clarity over how complaints specific to sexual harassment would be dealt with. In terms of any complaints, our organisation encourages staff to report any concerns they have about anything. We would treat any complaints seriously and investigate fully.	10/26/2017 4:55 PM
153	I don't know anything about the system or procedure for such situations.	10/26/2017 3:44 PM
154	Chaos in HR, and fear of damage to the reputation of the institution make any systems totally unreliable. There is no confidence that anything will be done to address issues of harassment, and many cases go unreported.	10/26/2017 2:14 PM
155	No	10/26/2017 12:49 PM
156	I feel they are robust and fair given how complex and sensitive the situation can be for all concerned when an allegation or complaint is made.	10/26/2017 12:15 PM
157	PR was managed by a single, young employee who was ineffective when it came to speaking truth to power.	10/26/2017 12:09 PM
158	No, but from current news it is very clear that the entertainment industry and the Unions that are supposed to support their members, do not.	10/26/2017 12:04 PM
159	While there is a grievance policy in place to deal with issues including sexual harassment, staff would not feel confident or encouraged to report any grievances in a culture where everyday sexism is rife.	10/26/2017 11:57 AM
160	There's nothing in place, it's a female majority organisation so we should have formal procedures.	10/26/2017 11:46 AM
161	We're a small company so don't have resources for people to take time to write specific policies, everything covered by general wellbeing policies. This means trusting in senior leadership to put your welfare first; I do trust the leadership completely, though this hasn't been trust of other places I have worked.	10/26/2017 11:22 AM
162	No	10/26/2017 10:56 AM
163	I think they would take it very seriously but I'm not aware of anyone in my circle of colleagues having ever had any problems.	10/26/2017 10:32 AM

## Sexual harassment in the arts

164	The board do not investigate complaints in detail.	10/26/2017 9:48 AM
165	We're tiny - and we probably need to have something on paper, but our size is either a great help or a real liability.	10/26/2017 9:41 AM
166	The fact that I can't immediately recall it doesn't make me feel particularly empowered.	10/26/2017 9:39 AM
167	It's a very small organisation. Essentially started by a group of friends. I'm sure any allegation of sexual harassment coming from outside the organisation would be taken very seriously. Yet from within instances of (low level) harassment are dismissed as a bit of a joke or with something like 'are you really serious?' said in a way which makes it clear that a yes response would be the wrong answer.	10/26/2017 9:39 AM
168	no	10/26/2017 9:37 AM
169	It's very small organisation..... Essentially a group of friends started it. I think perceived harassment from outside would be taken very seriously. I'm less confident how things would be seen if from inside.	10/26/2017 9:34 AM
170	It has never been tested in the time I have been at the Company (since 2004).	10/26/2017 9:21 AM
171	Our organisation is very supportive and the pastoral care is fantastic, however the system is naturally, and rightly, geared towards women. Men also suffer from sexual harassment, particularly gay men, and this is often overlooked or ignored.	10/26/2017 9:03 AM
172	We are female led company with equality at the heart of everything we do . I believe it is inequality that breeds abuse .	10/26/2017 8:57 AM
173	Sadly, working for [REDACTED], I have heard of a few people who sexually harass and bully employees. I am bullied by my manager (not sexually harassed) yet nothing is done about these key people displaying this inappropriate behaviour.	10/26/2017 8:18 AM
174	As a small organisation run by a tight knit team any kind of abuse within the team would have a big impact on the entire organisation. I am concerned about how sexual harassment cases could be raised and dealt with impartiality.	10/26/2017 8:09 AM
175	sole employee. Excellent Board would address but in the circumstances difficult with a single 'founding' employee	10/26/2017 8:04 AM
176	Policies are in place but the perpetrators feel confident and secure in their positions of power to ignore them	10/26/2017 7:55 AM
177	Fortunately never had to try the systems. Let's hope it stays that way.	10/26/2017 7:29 AM
178	Working in the arts for a number of years, I have never been privy to any policy on sexual harassment. As a practitioner of the arts in my twenties, I was subject to consistent and regular inappropriate behaviour by directors and producers in power. As a freelancer, our union was impotent, and any other regulatory bodies appeared opaque and uninterested.	10/26/2017 6:39 AM
179	These have not occurred within our organisation but occur within the broader arts environment.	10/26/2017 6:02 AM
180	I think the sector is becoming better at having policies and procedures, however, I think there is very little professionalism and / or HR knowledge in ensuring appropriate action is taken. I sense that sometimes difficulties are swept under the carpet.	10/26/2017 4:19 AM
181	It seems to be ignored and people in positions of power are rewarded for inappropriate behaviour - they know they can get away with it and do what they like. My situation became worse when I raised concern - the person just made my life hell.	10/26/2017 3:56 AM
182	Despite there being more women who work here than men, it still feel like a boys club whereby men have the power and women are largely powerless. Our head of HR is a woman but I don't feel confident that any complaint would be handled with dignity and not make me a subject of retaliation.	10/26/2017 1:58 AM
183	They tend to be very procedural rather than logical , so I would say that they would play safe and find against me if I were to rise a complaint.	10/26/2017 12:42 AM
184	Have never heard of any policies regarding sexual harassment	10/25/2017 11:18 PM
185	Systems are fine but not effective. There is a culture of fear and intimidation stemming from the CEO/Artistic Director and ignored by the Board.	10/25/2017 10:35 PM
186	It places a lot of pressure on the victim. The victim is always more exposed than necessary and in my experience HR and management are more concerned with the organisation's image and the rights of the perpetrator than those of the victim.	10/25/2017 10:10 PM
187	They feel meaningless.	10/25/2017 9:58 PM
188	No one talks about it and if anything happens it's covered up as lovey dovey stuff.	10/25/2017 9:36 PM

## Sexual harassment in the arts

189	No system for raising an issue in an anonymous way. Fear of repercussions if raised.	10/25/2017 9:27 PM
190	As there are only two employees in my organisation, and we're extremely unlikely to harass each other as two straight women, it's not sexual harassment in the organisation that concerns me. Working with clients is another thing (we're a consultancy). I recently had an example of two board members who were deliberately provoking me in a governance training session, like naughty school boys. When we took a break, I overheard them saying how annoyed they were that they couldn't get a response from "that training woman. It's annoying that she knows her stuff, so we can't trip her up on content.". Another male client sent me on details of an upcoming training course on an area we'd been discussing, saying "I thought you might be interested to learn from this industry expert". I responded, saying I was that industry expert. I can give so many examples of this sort of behaviour.	10/25/2017 8:55 PM
191	They should be clearly signposted, but evidently are not.	10/25/2017 8:52 PM
192	This is difficult to say - I am a freelance artist (actor/director), and work for many different companies. In my years contracting, I have never been introduced to any kind of policy or protection around sexual harassment. In one blatantly aggressive situation, I left the contract, and was subsequently shamed, insulted, and professionally threatened for stepping out of the position by the (female) producer.	10/25/2017 8:51 PM
193	We make sure they are dealt with swiftly and according to an evolving policy that hrows and responds to feedback and functionalty.	10/25/2017 8:42 PM
194	I think we have a robust system but it's not been tested in practice. I'm also the CEO (in a team of about 30 people) so probably not the best person to judge this.	10/25/2017 7:44 PM
195	I feel sexual harassment is taken seriously in my organisation but what is not taken seriously is racial harassment.	10/25/2017 7:27 PM
196	My organisation is a tiny charity with 3 employees. We are hosted by a larger organisation that does have such a policy. This is something we are developing. We do have policies on equality and bullying. We have strong values in our organisation and I feel confident that we would take a zero tolerance approach to discrimination of any kind.	10/25/2017 7:17 PM
197	Local authority policies	10/25/2017 6:51 PM
198	It would help if this was also addressed and talked about on a regular basis, part of professional development and if there was a group of colleagues that would be available to report such (not just supervisor or head of organization).	10/25/2017 6:42 PM
199	I think that for most organisations I have worked for this would fall under misconduct . I am unsure of any organisation I have worked for having a distinct policy on this issue. I have worked for many Arts Organisations across varied regions for many years.	10/25/2017 6:33 PM
200	I think that for most organisation I have worked for this would fall under misconduct . I am unsure of any organisation I have worked for having a distinct policy on this issue. I have worked for many Arts Organisations across varied Regions for many years.	10/25/2017 6:28 PM
201	I currently work as a free lancer/independent producer. I think it would be very difficult for me to find adequate avenues to make a complaint about sexual harassment or other inappropriate behaviour. Realistically the majority of people working in the arts are not employed by organisations but work on a contractual basis, covering temporary periods of projects, productions, shows etc ie in very precarious positions - how do we put support systems in place that protect people who are largely dependent on people in positions of power to give them work. Whilst organisations may have equality policies, a lot of small organisations don't even have formal HR departments where a complaint could be taken.	10/25/2017 6:19 PM
202	The difficulty is getting people to report it, not so much the processes in place for dealing with it	10/25/2017 6:07 PM
203	It would be covered within the grievance procedure the same as any other issue- I don't see the need for a separate one. It would be investigated and dealt with seriously	10/25/2017 5:59 PM
204	c	10/25/2017 5:49 PM
205	I work and have worked for varied arts organisations across varied regions of the UK for a number of years..	10/25/2017 5:43 PM
206	I work for varied arts organisations as a freelance. I am unsure about all their policies in this matter..	10/25/2017 5:20 PM
207	The company staff have no knowledge of the laws about sexual harassment of disability rights and the laws are regularly broken creating an atmosphere of intimidation	10/25/2017 5:14 PM
208	Not aware of what you'd do but as a university too I suspect they have a good policy but I may be wrong.	10/25/2017 5:11 PM

## Sexual harassment in the arts

209	Its not just about sexual harassment; its about any abuse of power by those who get to bypass normal processes just because of who they are thats the problem in the arts.	10/25/2017 5:06 PM
210	There isn't enough awareness of it. As a small organisation, I don't know how comfortable I would feel bringing up an issue with someone within the organisation. There is a heavy culture of drinking and partying and where does the line between employment and friends having a laugh lie?	10/25/2017 4:54 PM
211	Both my boss and I are subjected to sexual harassment on a regular basis by the CEO. We have discussed it and feel that we wouldn't be able to stop the behaviour so we choose to ignore it and let it happen. I certainly don't feel that my job would survive it.	10/25/2017 4:45 PM
212	There is an SMT member at my organisation who consistently degrades his all female staff. He has been complained about numerous times and no process has been carried out.	10/25/2017 4:35 PM
213	My organisation is tiny - fewer than 10 members of staff - and it can be difficult to know who to report to on this or any HR problems. However, I am fortunate to work with a considerate and compassionate team and feel sure that my concerns would be heard if I went to anyone working here.	10/25/2017 4:35 PM
214	Policy and procedure on sexual harassment is not clear.	10/25/2017 4:22 PM
215	We are a small organisation and while we have an excellent set of operational policies, a system for dealing with sexual harassment isn't one of them. I have no doubt that our Board of Trustees (who are very involved in day-to-day running of the charity) would act swiftly and appropriately if allegations were made. What policies we have are for the most part determined by what our funders demand (ACE & a local authority). All it would take for us to have this policy is for one of them to require us as a condition of funding to have it in place.	10/25/2017 4:22 PM
216	I think men dont understand they have power and many feel they dont and many really dont. Women in senior positions, and some men, are dependent on their patronage and so take on the attitudes and behaviors of their peers to maintain their position. To speak out is to become a spoiler.	10/25/2017 4:19 PM
217	Not exactly, but the problem with the arts and creative sectors is many people are employed in a freelance capacity. As a freelancer, it can be almost Impossible to call out people's bad behaviour without jeopardising your chance to work. Even in places where I am employed, I have had to really think long and hard if incidents occurred where I felt I should make a complaint. I recently made an official complaint against a senior member of staff in an environment where I am employed on a zero hour contract. It was for bullying type behaviour with a negative gender bias. This behaviour was observed by numerous colleagues, so my case was strong, but even so, many advised me not to complain and 'don't rock the boat'. If it isn't possible to call out minor mistreatments of women. If attitudes don't change. How will it ever be possible to address the type of awful incidents coming to light currently?	10/25/2017 4:19 PM
218	I am self-employed as an illustrator and musician so I'm not sure what external organisations are in place to deal with inappropriate behaviour when freelancing or performing.	10/25/2017 4:16 PM
219	There are a written policy, educational programs and HR department. It is treated very seriously.	10/25/2017 4:12 PM
220	O	10/25/2017 4:11 PM
221	No	10/25/2017 4:10 PM
222	/	10/25/2017 4:07 PM
223	As an organisation where the majority of the employees are and have been women, I don't feel that there is a system in place to deal with sexual harassment.	10/25/2017 4:06 PM
224	no - in the past, a wall of silence	10/25/2017 4:05 PM
225	I run my own organisation. We are very small and informal. I am confident that we would deal with these issues well but I worry about the lack of formality in a small organisation. We work with some of the UK's largest cultural orgs and I have done so in the past. My sense is that policy alone is not the answer. There is a problem of culture and especially leadership culture and predominantly male directors.	10/25/2017 4:04 PM
226	All women's theatre company	10/25/2017 4:03 PM

## Sexual harassment in the arts

227	I honestly don't know enough about them to be able to properly comment. As a man working in the arts industry I have seen cases of people making sexist comments or displaying sexist behaviour. Much like society at large these have either been laughed off or brushed under the carpet. (As someone who has not stepped in in some instances I am aware how complicit I am in this.) There was a case quite a few years ago of someone I worked with who basically harassed a girl at work. When I reported my worry about this relationship nothing was done about it until much later when eventually I was asked to give a testimony about it. I thought the way it was handled was appalling.	10/25/2017 4:03 PM
228	There is a serious issue at Board level where sexual harassment is both condoned and perpetrated.	10/25/2017 3:58 PM
229	there have been very few cases; last one was a few years ago and led to dismissal	10/25/2017 3:53 PM
230	I know of colleagues who have complained about various types of harassment in the past. They've been 'paid off' and have signed non-disclosure agreements. I complained about bullying and because it was against a senior long-term member of staff, I was quickly silenced. I hope that sexual harassment is very much a topic that everyone is discussing that this arts organisation will take a huge step to change their approach and rid of the offenders who are still working there.	10/25/2017 3:50 PM
231	no	10/25/2017 3:49 PM
232	We do not have a policy for reporting sexual harassment	10/25/2017 3:46 PM
233	I work with a young and small organisation who have the right attitude and approach. However, there system is untested and if something happened they would probably need to look to expert advice and refine their systems - something I am sure will be similar in many organisations.	10/25/2017 3:45 PM
234	No	10/25/2017 3:42 PM
235	I work at the theatre and there is a lot of sexualisation going on - from everyday comments to making jokes by slapping someone's butt. But it was always like this as long as I remember. At theatre a body is an object and sex is often a subject, especially when you are a young actress. It can be harmless but it allows different behaviours which are not that harmless.	10/25/2017 3:42 PM
236	It needs to be much clearer how you go about identifying, reporting and aiding. No organisation I have worked with has openly talked about how you can report cases of sexual harassment, because no organisation wants to admit it can happen there.	10/25/2017 3:38 PM
237	There are none. The hierarchy has a history of ignoring complaints or reports of any improprieties. If reports persist, people leave the organization and are criticized.	10/25/2017 3:37 PM
238	As a survivor of a rape case, I can safely attest that my currently employer have been absolutely confidential, supportive and understanding about this situation that happened not long ago this year.	10/25/2017 3:37 PM
239	My past experience of being employed both in an HE and FE institution was that these procedures, however good they looked on the outside, operated to maintain the status quo and the power of those already in power, almost invariably white men. I have almost always worked in arts institutions where the senior management were men. Since I have been self employed I have felt less vulnerable for two reasons: I can walk away at the end of the contract (or not accept it if I can afford not to); and I am older and more well-established in my field (evaluation of participatory arts projects) and perhaps therefore act with more confidence and command more respect?I currently work for a female middle manager who is demanding but fair; however, I have not had to challenge this for gender-relevant reasons such as emergency childcare, school holidays.	10/25/2017 3:31 PM
240	There is no system - weeks into my first role here our Development Director insisted that we wore pretty, low-cut dresses to an event in order to appeal to the patrons who were attending.	10/25/2017 3:31 PM
241	This would be dealt with by our Board.	10/25/2017 3:20 PM
242	I am currently a casual worker in a small London museum. There is a busy "below stairs" team that fronts the museum - visitor assistants - there is some banter and inappropriate behaviour and bullying from younger more inexperienced staff. I have put in a complaint about this and it has been handled informally. I am not sure what this means in practise. The culture there is familyish, but sometimes gets out of hand in a not too serious a way, but it has offput older members of staff (women) who are not treated with respect.	10/25/2017 3:20 PM
243	It's the sort of thing you don't know about or understand the intricacies of until you find yourself needing to. Like any situation involving sexual harassment or the reporting of unacceptable behaviour, the handling of the situation is dependent on those involved.I am not confident that many of the people in my institution are prepared to deal sensitively or appropriately with a sexual harassment.	10/25/2017 3:11 PM

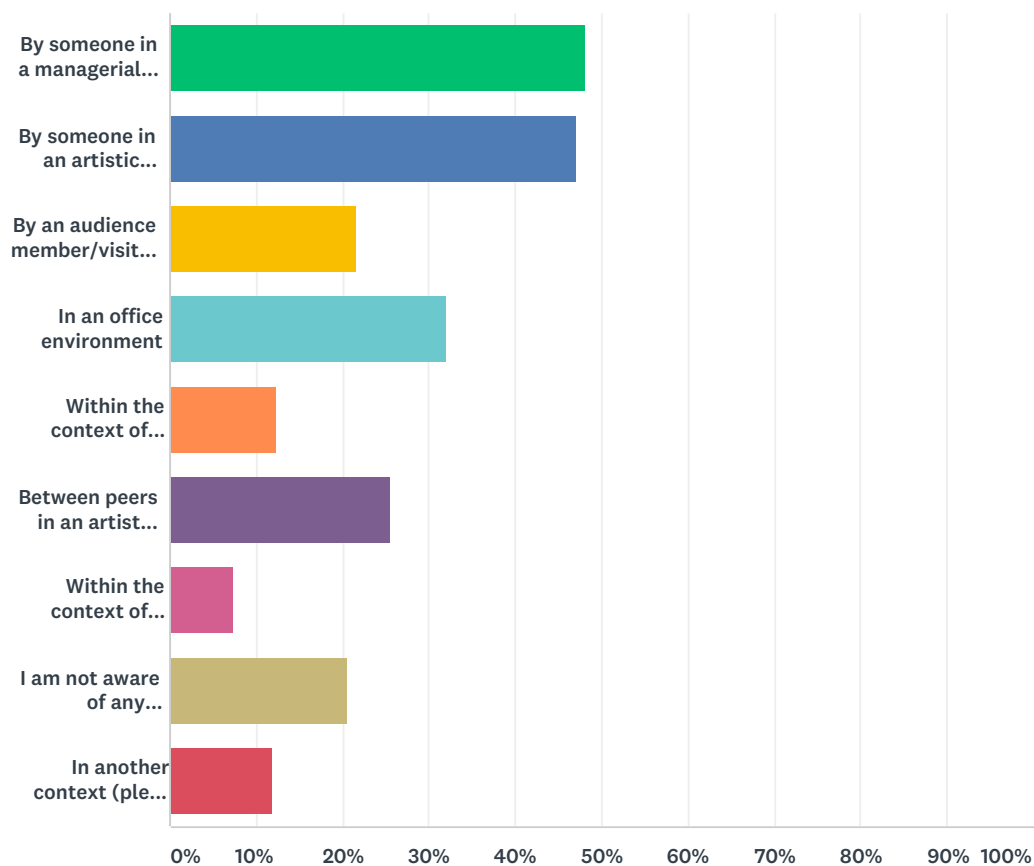
## Sexual harassment in the arts

244	There are none. On three occasions in my career I have been subjected to sexual harrassment by members of the organisation that were more senior. On all occasions the matter was not dealt with in a manner that I felt was appropriate. I recently took a sabbatical after what can only be described as burn out. I'm reluctant to return to a career I love due to this.	10/25/2017 3:09 PM
245	We have a detailed child protection policy which is taken very seriously but I wouldn't know who to go to with a complaint of sexual harassment	10/25/2017 3:08 PM
246	It is a very small organisation (3 people) and so I think the systems for dealing with sexual harassment are more than adequate.	10/25/2017 3:08 PM
247	No	10/25/2017 3:07 PM
248	As far as I know we don't have a formal system in place but I would be confident any alleged harassment would be dealt with appropriately.	10/25/2017 3:06 PM
249	It is laid out in our employee handbook, which is updated with guidance from an external HR company.	10/25/2017 2:52 PM
250	I am aware of a complaint that was made which ended in the complainant being treated as though she was at fault. The system was inadequate and has not been changed.	10/25/2017 2:51 PM
251	I'm the AD and I believe and trust that my board would be robust if this came up but I will ask them at the next meeting if they feel they need any further input on this. It's a very good question that boards should be asking. I am also a trustee of another org and I think we only need to check our policies.	10/25/2017 2:49 PM
252	We are foregrounding this as an issue for all staff and artists to make sure everyone is aware both of expectations around behaviour and of the process for reporting any problems.	10/25/2017 2:48 PM
253	We encourage all staff to bring issues that cause them difficulty to either line manager or HR, whichever they feel more comfortable with.	10/25/2017 2:47 PM



## Q5 Are you aware of any incidents of sexual harassment having taken place in arts and cultural workplaces... (Tick all that apply)

Answered: 1,016 Skipped: 564



ANSWER CHOICES	RESPONSES
By someone in a managerial position	48.13% 489
By someone in an artistic position	47.15% 479
By an audience member/visitor/participant	21.56% 219
In an office environment	31.99% 325
Within the context of auditions or pitch/commission meetings	12.40% 126
Between peers in an artistic environment (eg rehearsals)	25.59% 260
Within the context of participatory or education projects	7.28% 74
I am not aware of any incidents of sexual harassment having taken place in arts and cultural workplaces	20.57% 209
In another context (please explain)	12.01% 122
Total Respondents: 1,016	

#	IN ANOTHER CONTEXT (PLEASE EXPLAIN)	DATE
1	See notes below	11/15/2017 9:23 AM
2	In an educational setting ie. Conservatoire	11/14/2017 7:55 PM
3	Tutor to student harassment.	11/14/2017 7:12 PM
4	Networking events Unexpectedly meeting them in locations unconnected to work	11/14/2017 4:52 PM

## Sexual harassment in the arts

5	At networking events In the street when unexpectedly coming across them	11/14/2017 4:50 PM
6	Different age limits fir men and women	11/14/2017 3:30 PM
7	As part of an overnight stay on a training course	11/14/2017 12:34 PM
8	In my career I've worked in four contemporary galleries, and two major museums. I've experienced sexual comments and racism in only one place - a gallery in Mayfair which had an 'old boys club' atmosphere, and I did not stay for long. The major contemporary galleries I've worked in have had excellent policy and a very comfortable working environment	11/14/2017 11:57 AM
9	I am now over 70, have always managed to avoid unwelcome situations. BUT I have been able to gain jobs in the past by being attractive. So exploited mens' weaknesses!	11/14/2017 10:05 AM
10	By a fire officer working in the theatre	11/14/2017 8:43 AM
11	Training/ College environment	11/13/2017 8:11 PM
12	One during correspondence to set up an interview. And one during an interview. By someone in an arts position.	11/13/2017 7:51 PM
13	I saw it when I worked at a leading NYC drama school and was on the receiving end of regular verbal abuse.	11/13/2017 7:20 PM
14	Networking and social settings (which are essential to working in the arts and should be counted as a workplace)	11/13/2017 5:46 PM
15	I am aware of one instance of sexual harassment by a tour guide/ front of house worker towards a young female member of staff. The harassment consisted of inappropriate language, and was dealt with by management having a word with the harasser; it was never raised as a formal complaint so far as I am aware.	11/13/2017 5:30 PM
16	In art school, professor toward student.	11/13/2017 5:15 PM
17	An (male) acquaintance of the (male) CEO spoke inappropriately to female members of staff in front of the CEO in the office during a meeting and The CEO did nothing at all to challenge this behaviour. He found it funny.	11/13/2017 5:07 PM
18	The most serious examples I am aware of are reported second hand and take place after working hours between people who work together - typically emerging from situations involving alcohol and the two parties being alone together. Almost every incident I can think of involves a perpetrator who is senior in rank and age and is male. Victims are junior in rank, young(er) and are usually female although I would consider young men at risk too.	11/13/2017 4:30 PM
19	Male college lecturers on visual/ fine arts courses.	11/13/2017 4:07 PM
20	by donors	11/13/2017 4:02 PM
21	I used to work in a venue that put on live events and was regularly harassed (groped) by a colleague.	11/13/2017 3:47 PM
22	Teaching	11/13/2017 3:24 PM
23	In Education. When I was at Drama school a celebrity Director/Actor shifted my concerns about my work to an invitation to dinner and then to a sexual advance. When I rejected that advance he ignored me for the rest of the rehearsal process. I did not receive my learning experience.	11/13/2017 2:10 PM
24	HNWI e.g donors, supporters, sponsors Journalists, though that would largely be harrassment	11/13/2017 2:03 PM
25	Mainly in Arts-media context some time ago, but it fits with a lot stories now starting to emerge. the primary thing was a sense of entitlement. SO if a senior male asked you out you were expected to accept and be 'grateful' however unsuitable.	11/13/2017 2:01 PM
26	Between co-workers/front of house staff.	11/13/2017 1:52 PM
27	By contract staff	11/13/2017 1:50 PM
28	Not in my own organisation, but I trained as a dancer and am certainly aware of my peers facing audition and rehearsal situations as performers that I (and they) think constitute harassment.	11/13/2017 1:40 PM
29	an (ex) arts council officer making inappropriate comments to more than one person I know	11/13/2017 1:39 PM
30	By a councillor whilst working as an officer in local government	11/13/2017 1:37 PM
31	By a client	11/13/2017 1:22 PM
32	by someone in a managerial position during a social gathering outside the workplace	11/13/2017 1:05 PM
33	Very definitely as a student and young arts professional	11/13/2017 12:54 PM
34	Inappropriate comment.	11/13/2017 12:42 PM

## Sexual harassment in the arts

35	By someone senior/influential within a regional context arts context	11/13/2017 12:37 PM
36	I knew about [REDACTED] many years ago. It was general knowledge about him and young boys and I think it's strange he was allowed to be around young people as part of the [REDACTED]. I know he showed interest with one of the trainees who was around 23 at the time. Didn't push further though.	11/13/2017 12:36 PM
37	from a member of the backstage production staff to a female event organiser.	11/13/2017 12:36 PM
38	Board member	11/13/2017 12:32 PM
39	I am aware of sexism in the workplace, and can generally pervade pay, value, and career choices, but not harassment.	11/13/2017 12:30 PM
40	Funders/stakeholders and colleagues from other non arts departments.	11/13/2017 12:07 PM
41	In a dressing room of a concert hall but not between peers as stated above	11/10/2017 10:18 PM
42	Inappropriate language used when referring to women which is belittling. i.e. 'that's a good girl' when I am a 46 year old women who reached sexual maturity some time ago! Similar language 'good boy' is never used with men.	11/10/2017 4:38 PM
43	Outside of an arts and cultural work place but still within the context of working for an arts organisation.	11/10/2017 4:15 PM
44	By trustees. By male staff towards female managers - i.e this transcends hierarchy, 'junior' staff are capable of sexual harassment too.	11/10/2017 1:54 PM
45	I am aware of bad behaviour but am unable to site specific incidents/organisations. It is usually around the power dynamic.	11/10/2017 1:20 PM
46	By a board member	11/10/2017 10:38 AM
47	An artist who was in a show I saw at a local arts venue friended me on Facebook and then friended some of my younger female friends. With me and my friends he was suggestive and pestering in Facebook private messages.	11/10/2017 8:22 AM
48	on performance jobs during show times. Often when performing in non traditional settings e.g. out on the street / pop up spaces in public spaces.	11/9/2017 10:07 PM
49	In a social context.	11/9/2017 8:48 AM
50	I'm	11/5/2017 1:57 PM
51	During travel and stays in hotels outside of office environment	11/5/2017 10:19 AM
52	Potential sponsor meet-and-greet. Unwelcome leering, 'accidental' physical contact and unwelcome embracing, waist squeezing and similar. By member of the potential sponsor's party.	11/3/2017 8:15 PM
53	By donors or sponsors	11/2/2017 6:16 PM
54	I hear about continuing types of behaviour, but haven't personally experienced it, or been given concrete examples, so I haven't ticked any boxes	10/30/2017 2:17 PM
55	at private arts events	10/30/2017 1:08 PM
56	Although nothing has happened to me personally or to any colleagues (as far as I've been aware) while I've been working in the arts and cultural sector. It has in other work places, and with recent events in the media it is quite clear that events of this nature do take place within our industry, people are often just to scared to speak out - particularly if management have been involved.	10/30/2017 12:37 PM
57	Lude comments made about female job interviewees to the team	10/30/2017 11:02 AM
58	X	10/30/2017 2:56 AM
59	Lecturer at a University where I was invited to give a talk about my organisation's work- this is many years ago. Persistent and sustained harassment by a senior teacher at a secondary school where my organisation performed- again this is many years ago.	10/29/2017 10:07 PM
60	Board member	10/29/2017 10:59 AM
61	Within inter cultural networking events:strategic planning meetings,cross departmental planning meeting with other cultural sectors:sports,regeneration and creative industries,grant giving and advice giving.	10/29/2017 8:18 AM

## Sexual harassment in the arts

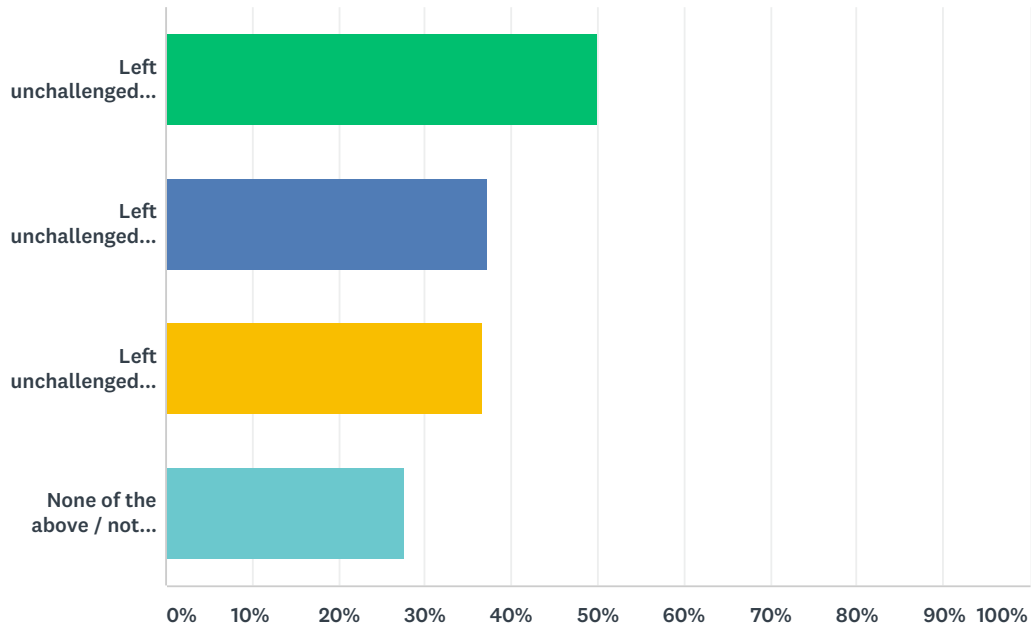
62	Permanent staff abusing interns or volunteers is very, very common - there is a sense that the staff member has the power to make or break their future career, and staff are taking advantage of this belief. Many interns and volunteers feel complaining will ruin their prospects, so they say nothing.	10/28/2017 5:23 PM
63	By a client hiring a venue to promote their own concert.	10/28/2017 4:26 AM
64	Already mentioned in section about response of Organisation. Higher Education, a Hospital, a Housing group, one community Police when asked for help. These are places I studied, worked or had housing.	10/28/2017 12:40 AM
65	my arts area is part of a larger organization in which I personally experienced pressure from a superior..	10/27/2017 5:42 PM
66	donors/philanthropists	10/27/2017 1:43 PM
67	I have witnessed volunteers prey on young colleagues, male colleagues prey on female colleagues, and external suppliers prey on female colleagues.	10/26/2017 8:18 PM
68	by a board member	10/26/2017 5:55 PM
69	In a festival context - away from normal office context but still a place of work	10/26/2017 3:10 PM
70	outside contractor	10/26/2017 12:59 PM
71	Work social outings	10/26/2017 12:58 PM
72	Casual back-stage staff making unwanted and demeaning comments during get-ins ... the response from management was that I should 'expect that sort of thing' - but this was some decades ago.	10/26/2017 12:52 PM
73	Professional and personal boundaries seem to become very blurred in the typical 'after show party' or drinks reception type space. Professional duty to show care for a guest / funder / stakeholder can in my experience be misappropriated as personal interest by those who abuse their position.	10/26/2017 11:30 AM
74	In the board room	10/26/2017 11:26 AM
75	A	10/26/2017 9:50 AM
76	Harassment from journalists/reviewers towards publicists.	10/26/2017 9:04 AM
77	On the street, regularly.	10/26/2017 8:59 AM
78	Between Peers in a practical environment ( e.g exhibit install) and from those visiting the institution from overseas	10/26/2017 6:46 AM
79	The bar...	10/26/2017 2:34 AM
80	Board meetings!	10/26/2017 1:34 AM
81	Many years ago (30) in a different organisation	10/26/2017 1:26 AM
82	Male bias in terms of male to female ratio	10/26/2017 12:46 AM
83	By a Board Member of an arts organisation	10/25/2017 11:57 PM
84	By Board members	10/25/2017 10:36 PM
85	An audience member to a performer.	10/25/2017 10:04 PM
86	From contributors that I have filmed with as part of my job.	10/25/2017 8:17 PM
87	theatre education environments	10/25/2017 8:12 PM
88	Teacher-pupil	10/25/2017 7:35 PM
89	Between peers online/digitally	10/25/2017 7:19 PM
90	No	10/25/2017 6:56 PM
91	Meetings in dressing rooms	10/25/2017 6:53 PM
92	Board staff relations, events, meetings	10/25/2017 6:47 PM
93	I have worked in the performing arts and art organisations for 35 years and rarely seen any incidents of sexual harassment. An actor once was alleged to have exposed himself in a dressing room. He wasn't employed again. a manager once reduced a young female employee to tears with suggestions he was being 'too friendly'. That was dealt with promptly. Both parties rebuilt a good working relationship. Doubtless there are incidents which don't always get identified but largely we have a respectful culture that is intolerant of such behaviour.	10/25/2017 6:46 PM

## Sexual harassment in the arts

94	bbb	10/25/2017 6:45 PM
95	Define behaviour of a sexual nature? Does this include sexism?	10/25/2017 6:34 PM
96	I have worked for many Arts Organisations across varied Regions for many years.I think that for most organisation I have worked for this would fall under misconduct . I am unsure of any organisation I have worked for having a distinct policy on this issue.	10/25/2017 6:28 PM
97	By the tutor on a female life model	10/25/2017 6:17 PM
98	f	10/25/2017 5:50 PM
99	Define Harassment? Define Sexual	10/25/2017 5:45 PM
100	Male workers of any level are able to say what they like. The region is far more misogynistic than I am used to.	10/25/2017 5:18 PM
101	artistic staff seem to be valued and supported and their bad behaviour tolerated whereas other staff don't and aren't!	10/25/2017 5:10 PM
102	In a social context.	10/25/2017 5:02 PM
103	I am responding to this because although this is not described in your brief, I have 'made friends' with two very senior directors who have abandoned all interest in me as a director since i rejected their advances.	10/25/2017 4:33 PM
104	Conductors threatening young female soloists with ruining their careers if they no not comply with their sexual demands.	10/25/2017 4:30 PM
105	At corporate functions	10/25/2017 4:24 PM
106	Journalistic pieces which belittle the contributions of minorities and/or direct hostility towards minorities (esp. relating to women and sexuality) in the performing arts outside of the normal realms of criticism.	10/25/2017 4:23 PM
107	In educational establishments for example music colleges	10/25/2017 4:22 PM
108	By a theatre critic in person and on social media.	10/25/2017 4:21 PM
109	Current place of employment is very proactive on the issue but I have experienced and witnessed a number of incidents in smaller artist-run arts organizations. My comments refer to these.	10/25/2017 4:19 PM
110	The only issue I am aware of is involves a chef working at a cafe making comments which I would have found intimidating, however, the person involved did not.	10/25/2017 4:09 PM
111	no	10/25/2017 4:01 PM
112	At Board level	10/25/2017 4:00 PM
113	In a social setting	10/25/2017 3:59 PM
114	general peer circle or 'music scene'	10/25/2017 3:50 PM
115	Peer to peer in party environment.	10/25/2017 3:49 PM
116	Artistic person to admin person.	10/25/2017 3:39 PM
117	Patrons/donors	10/25/2017 3:36 PM
118	There is a large amount of sexism in the arts world I have operated in, though it is quite subtle.	10/25/2017 3:24 PM
119	I'm aware of incidents in a Higher Education context	10/25/2017 3:11 PM
120	Trustee of arts organisation	10/25/2017 3:06 PM
121	Oh	10/25/2017 3:04 PM
122	To clarify I do not mean my current organisation. The situation I feel worried me most is a female actor in a show I directed reporting backstage "banter" which she did not tell me at the time. I would not now employ this actor. And I had already hired him for another engagement and monitored his behaviour so that it wasn't possible on the subsequent contract. I am a woman. I acted to the best of my ability. I believe my gender helped me do this.	10/25/2017 2:55 PM

### Q6 In relation to any incidents you are aware of, was this behaviour ever... (Tick all that apply)

Answered: 960 Skipped: 620



ANSWER CHOICES	RESPONSES	
Left unchallenged because of the perpetrator's seniority	50.00%	480
Left unchallenged because of the perpetrator's artistic reputation	37.29%	358
Left unchallenged for other reasons	36.67%	352
None of the above / not applicable	27.60%	265
Total Respondents: 960		

## Q7 Have you got any other thoughts about why sexual harassment in the arts might go unchallenged?

Answered: 424 Skipped: 1,156

#	RESPONSES	DATE
1	In my experience, the arts deals heavily with interpersonal relationships. Having good relationships with those in powerful positions is beneficial to companies. If one individual who works in the arts speaks out about sexual harassment from that beneficial, powerful individual, they might be the downfall of this seemingly professional relationship others in the company may have built up.	11/15/2017 3:32 PM
2	Behaviours are viewed as acceptable due the 'artistic environment' that people in the arts are I quote 'touchy feely'. Board members need to be made aware and trained to deal with these issues - just because it's an arts organisation doesn't make it acceptable or 'to be expected'	11/15/2017 12:17 PM
3	Donors	11/15/2017 11:02 AM
4	Nobody is willing to pull a show due to bullying or harrassment from named actor , director , producer etc, the loss of potential income always plays a factor .	11/15/2017 10:59 AM
5	Incidents falling into perceived grey areas, i.e. rumours where one doesn't know the complete facts and the situation is open to speculation	11/15/2017 10:31 AM
6	To work in the Arts is to work in a liberal environment. There people that I believe manipulate this view of the liberal environment and play on this 'were not fuckin suits' attitude in which social barriers are not the same as else where. A more 'relaxed' attitude is required and they use this to make you feel unable to speak out from the 'casual conversation' when it turns sexual.. because why cant sex be talked about intimately. I was targeted by a tutor at a very vulnerable time, after a while keeping it a secret I confided in a few to be told 'student teacher relations are legal'. I feel like the attitude the perpetrators create can then be carried by students/co-workers etc.	11/15/2017 10:16 AM
7	My incident was very minor - I was selling tickets at a National Trust property, and a visitor was angry that their ticket was out of date and that I wouldn't let them in without checking whether their membership needed renewing. I was told by this older man that 'I'm pretty, so I think I can get away with being rude' and that I should take customer service lessons from the neighbouring property. I wouldn't call this harrassment exactly - but the problem is, that the line is very fine, and this visitor made me cry and feel humiliated. Fortunately the team were very supportive, and would go and talk to any visitor that treated me in a negative way.	11/15/2017 9:23 AM
8	A lot of times the victim simply doesn't realize or fully believe it's happening at the time. We are so conditioned to give people the benefit of the doubt, and especially in the arts community, which has a reputation for being inclusive, we might at first think we're just imagining or overreacting. However, when the dust settles, and we are able to process what has happened, it often feels too late. Victims are commonly blamed for not acting in the moment, so there is definite reluctance to face that blame by speaking up later on.	11/15/2017 1:05 AM
9	So many victims, including myself, freeze in the situation. Then, afterwards, we either don't know what to do, how to do it, or are too scared or distracted to do the right thing.	11/14/2017 11:57 PM
10	It may go unchallenged to protect the artistic reputation in media of the venue/institution the perpetrator is attached to.	11/14/2017 11:40 PM
11	My personal experience is that performers are terrified to say anything, ever, about anyone or anything for fear of being labeled as "difficult" and therefore not hired again. This is across all areas (including safety, work conditions, etc), but sexual harassment is included at the very top as far as I have experienced personally and also witnessed. This includes work in union houses. It is well-known among all performing arts communities with whom I've worked that to be labeled a "whistle blower" is to kiss your career goodbye.	11/14/2017 11:28 PM
12	I believe when the perpetrator is the director of the opera company, reporting it doesn't go anywhere. It just means, the victim doesn't get hired back.	11/14/2017 9:08 PM
13	Fear. Fear that you would be discredited by the Organisation or individual and then 'blacklisted'. We all need to work. Also if the institution is dealing with a complaint from a temporary performer against a permanent member of staff, it is clear who they would rather protect. New singers are easy to get, new renowned conductors are not.	11/14/2017 8:54 PM

## Sexual harassment in the arts

14	In a subjective profession, the risk of being 'blackballed' or other such activities, damaging reputation and future work prospects is very high, with minimal options to ameliorate or challenge this sort of behaviour.	11/14/2017 7:55 PM
15	Because there are no regulations in place in Higher Education. Incidents/complaints are dealt with locally. There is no external recourse for action.	11/14/2017 7:12 PM
16	Mostly because of older peers who have a more traditional/outdated ideas of what is acceptable with regards to speaking to/behaving around women. More so from male peers. My organisation is ran by a woman though if it was a man (as it used to be, especially as this particular man was of said mindset) I would be more concerned that issues would not be listened to or taken seriously.	11/14/2017 6:59 PM
17	Because people feel they won't get the job or that they should just go along with it because "it's the arts darling". I had a good drama teacher in school who made sure we understood that theatre doesn't mean we all have to be luvvies and absolutely doesn't mean hugging all the time is ok.	11/14/2017 6:30 PM
18	As the one it happened to or witnessed the situation will be the one 'outing' the incident / and or the person, it makes that person the one who 'caused' the confrontation/interfering with the workflow/work environment (even if they are not the reason or cause of the incident!). In other words, eyes on you (even if people don't blame you, you are suddenly part of the reason for the upcoming circumstances/reality of the incident). Hence, whether or not you have anything to do with it, you could feel blame, shame. Also sometimes reporting problems, or fear of causing problems that could have just been swept under the rug, may interfere with your own carrier. 1. Fear ... of 'this' interfering with your career/your safety/your bubble/your 'life'. Fear for one self, one's situation, the entire situation (as one incident can affect the entire work/home environment and lead to much more) It is in the way of the truth. 2. Protection. a) Protecting the perpetrator. If one is not afraid, but regardless does not approach the situation, he may be a friend or 'on the side' of the perpetrator. b) of the victim (they may be vulnerable or psychologically unstable, it may not be healthy for them AT THE TIME to 'out' this incident. 3. Awareness/Lack of.. Not being aware of the fact that the incident was wrong. 4. Simply not giving a shit... 5. Denial. The victim and EVEN the witness may not WANT the problem to be real. They may go as far as pretending it did not happen and stating that under any circumstance to accept any support). They may deny it consciously or subconsciously.. even after somebody else has reported for them...the better good...	11/14/2017 5:22 PM
19	because it goes unchallenged in most of society because it is often an intimate environment - people get too comfortable with one another and teasing and camaraderie can take a turn	11/14/2017 4:26 PM
20	Because the rivalry between artists is too big and any chance finds a person who takes it.	11/14/2017 3:30 PM
21	Money. The incident I refer to was not reported not just due to the artist in question having an international reputation... but because he was good box office. So the cultural organisation in question set up ways of working around behaviour, whilst continuing to offer him contracts.	11/14/2017 3:09 PM
22	Relaxed, 'young' atmosphere	11/14/2017 2:59 PM
23	-Poor/weak unions to defend/prosecute perpetrators -fear of not working again due to the small working community -knowledge that they(perpetrators) can get away with harrasment with impunity	11/14/2017 2:14 PM
24	I know of incidents of harassment of female restaurant and cafe staff within arts organisations by customers. This would usually be inappropriate comments or unwanted attention. Sometime this incidents would not be reported by staff or reported too late to challenge customers over their behaviour. Harassment within catering industry is widespread by customers, colleagues and managers. Young women and at times young men are subjected to it.	11/14/2017 1:36 PM
25	We're all trying to get ahead. People in senior positions abuse this fact, and nobody calls them on it.	11/14/2017 1:15 PM
26	Fear of not being re-employed and/or being branded as a troublemaker or being unable to cope with the "inevitable" issues of the job. To rebuff unwanted advances without making trouble is frequently considered a workplace skill that has to be learned.	11/14/2017 12:57 PM
27	When you are dealing with a junior member of staff who has been groomed and abused by a principal conductor, it is obvious who will come off worse. The old boys club is alive and kicking in the music business.	11/14/2017 12:47 PM
28	Fear of compromising career prospects. Awareness that despite allegations about repeat offenders they remain in position unchallenged. Whenever I have challenged colleagues about flirting or fawning behaviour or making derogatory remarks about they expressed the view that it was fair game and gave them an advantage.	11/14/2017 12:34 PM
29	Because it would be harder work for them to replace the aggressor, than to let the harassed go.	11/14/2017 12:28 PM



## Sexual harassment in the arts

30	I think my organisation is concerned about how this person's behaviour might reflect on them, so prefer not to acknowledge it as being a problem.	11/14/2017 12:00 PM
31	It's the same across any organisation from any background and not just the arts. A senior/respected figure in the field is perceived to have power to 'make or break' others and so compromising situations are likely to be brushed aside. If the dated attitude of 'he/she's a bit hands on - just deal with it' exists in that environment then a victim of harassment will feel isolated. Equally, harassment in numbers (bullying) is another reason that individuals suffer in silence. My current organisation is very clear about their policy, we have a staff handbook and codes of conduct, we do not support a culture of harassment or aggressive behaviour towards others and if you do make a complaint it is treated with respect and followed up.	11/14/2017 11:57 AM
32	If you want to get a break in the arts or do well, you might possibly keep quiet so that it doesn't affect your career.	11/14/2017 11:18 AM
33	Nothing fresh to say here. In the Arts we need to promote ourselves to get work and we rely on the effectiveness of our pitch to give success. This puts any supplicant in a vulnerable position. Some men said to me that they are often touched (in a non gay way) by other men. This they find hard to cope with, avoiding getting cross. Touch is being used here as well in an offensive way, or in a way that confuses other men. Interesting point.	11/14/2017 10:05 AM
34	It became part of the banter in the office. It was within a corporate sponsor's social event, after seeing a show. They were our largest sponsors	11/14/2017 10:01 AM
35	Taken by surprise Concerned about career Concerned about reputation There are no policies in place It is not discussed	11/14/2017 9:57 AM
36	Influence for reasons other than those suggested... personal reputation etc.	11/14/2017 9:41 AM
37	It's a gender problem. Men need educating. They have and always will see women as a sexual challenge to be conquered used and 'played with'. They might very well be educated to ignore that 'reaction' and act on it... However genetically they are primed for this behaviour... The more vulnerable a women is the more she is susceptible.... I will say that not all men are 'dick led' thank God.	11/14/2017 9:36 AM
38	A sense of acceptance that some men are just 'like that' and can get away with undercover harassment parading as theatrical behaviour	11/14/2017 9:26 AM
39	Management - and colleagues - can have a very dismissive attitude towards reported harassment. "That's just how he is" or "he probably didn't realise it was upsetting you" etc. Perhaps they don't want to rock the boat - perhaps they get on with that person, perhaps they don't want to believe it - or perhaps they just don't know how to handle those types of complaints. I also (from experience) believe that there may be a difference in how harassment is handled depending on who's reporting it and who they've reported it to, in terms of whether it's management/office staff, or ushers/bar staff, or actors, and so on.	11/14/2017 8:43 AM
40	Treated like the norm when I started. My first general manager seemed to think that everyone was up for it or could be persuaded to try being with someone of the same sex. He tried to stick a finger in my bum in the middle of a work event. The box office manager tried to grab my penis at a separate event. Early on at my current theatre, my manager asked me to pick up a pen in front of my new team and then said he just wanted to check out my bottom.	11/14/2017 8:23 AM
41	Money. Fear of losing money attracted by artist. Fear of losing reputation and audience.	11/14/2017 8:19 AM
42	Fear of retribution, fear of further work being cancelled, the belief that the practice is acceptable and necessary, the belief that it will actually make a difference.	11/14/2017 1:52 AM

## Sexual harassment in the arts

43	<p>An incident might go unchallenged because it was too trivial to get upset about (eg. a hand on a knee which was removed on request, or a bottom being pinched, or a lewd comment being made –not pleasant if unwanted and not in jest but no more anti-social than spitting or farting.) Am I going to take the guy who pinched my bottom 35yrs ago to Court? Hell no, we were adults, I smacked him at the time, we all laughed, he never did it again and he's still a friend! However, there's another VERY serious side to all this, which is causing suffering and, as reported only last week, even costing lives:- PLEASE READ ON.....</p> <ul style="list-style-type: none"> <li>• Anyone can accuse anyone of anything BUT IT DOESN'T MEAN THEY ARE GUILTY. In this sensitive field, anyone thinking of accusing someone in the Arts should be aware of the following:-</li> <li>• Of course the guilty should be brought to justice, but they deserve a fair trial in front of an unbiased jury and judge. (How can that happen in the current climate?) PLEASE READ ON SOME MORE.....</li> <li>• PLEASE NOTE: legally the 'accuser' is not a 'victim' until the 'accused' has been PROVEN guilty.</li> <li>• The accuser gets anonymity; the accused does not, and in the current climate they are being presented in the Media as if they are guilty before trial.</li> <li>• The accused gets a police record for life.</li> <li>• The accused loses their DBS, if they have one, overnight, and without that any teaching, performing or other people-interfacing arts work quickly disappears, BEFORE being found guilty.</li> <li>• It can take 1 or 2 years for a case to come to Court, during which time the accused is legally innocent but has to foot the huge bill to defend themselves.</li> <li>• The accuser gets their case paid for by the State; the accused does not.</li> <li>• The accuser can get compensation from the taxpayer (State) if they win the case (fair enough) BUT if the accused is found not guilty, they cannot get compensation or expenses.</li> <li>• The accused may lose not only their earning ability and their professional reputation (hard won in the Arts), they may also lose their friends, family, marriage, house, etc.</li> <li>• The accused is likely to suffer depression, or even, as we've heard, commit suicide not because they are guilty but because of the terrible stress they are put under by the legal process and the media when in fact they are innocent.</li> <li>• Safeguarding Officers (now in most public sector) are obliged to refer sexual abuse cases to the Police; the Police, I believe with minimal investigation, are obliged to pass them on to the Magistrates Court; the Magistrate is obliged to pass it on to the Crown Court (ie. with judge and jury and massive legal costs).</li> <li>• The Arts and Media professional membership organisations should be doing more to stand up for their members, by campaigning for anonymity as their members rely on their public websites/social media to promote themselves but, by having them, are vulnerable to being found by 'accusers', seeking attention or even compensation (potentially falsely?), and vulnerable to having their publicity perpetrated by the media before they are found guilty.</li> <li>• ARTS PEOPLE, and others who 'live in the spotlight', ARE VULNERABLE TO BEING WRONGLY ACCUSED. PLEASE COMPAIGN FOR ANONYMITY FOR THE ACCUSED AS WELL AS THE ACCUSER, AND FOR COMPENSATION IF THEY ARE FOUND NOT GUILTY.</li> <li>• After all, it just might YOU to be accused next. What would you do then?</li> <li>• Can the Arts Profession, of which the Media is a leading influential member, turn this around and get level-headed thinking back on the case? I think we can....</li> </ul>	11/14/2017 12:09 AM
44	If it is done by a donor.	11/13/2017 11:44 PM
45	The arts is a very precarious world and much goes on behind closed doors and in the bar etc A lot of intimidation, fear of losing jobs and hierarchies at play.	11/13/2017 11:02 PM
46	People are desperate for work so they will endure intolerable amounts of sexual or flirtatious behaviour in order to gain and retain employment. Those in power exploit this to gain free or heavily subsidised labour and ego inflation	11/13/2017 10:32 PM
47	Fear. Particularly if a victim is freelance and the perpetrators more senior and influential.	11/13/2017 9:41 PM
48	Because people in a more senior position choose those who work with them, if you're not in that circle then you won't be hired again or recommended	11/13/2017 9:41 PM
49	No one wants to risk being removed from set and not be paid because they spoke out about being harassed by someone in power, or not being believed at all.	11/13/2017 9:40 PM
50	Young women's general acceptance of it and desire to please, be compliant .. the belief in genuinity and the failure to understand the power games being played.	11/13/2017 9:21 PM
51	The person being harassed feeling they have no agency or power to challenge the behaviour.	11/13/2017 8:11 PM
52	The environment of banter and fun makes lines blurry.	11/13/2017 7:59 PM
53	The first case I know of was dtopped due to insufficient evidence, the person making a complaint did not want to say anymore and therefore without more information it became difficult to work out what had actually happened. In this case it could have been the person making the claim had misinterpreted something someone had said and later backed down or the opposite, felt not able to talk about it. The other was because it was unexpected and I questioned at that moment if it was a joke or not but definitely felt disrespected at the least afterwards but the moment had passed and seemed like it wouldnt have been with the fusshad passed.	11/13/2017 7:56 PM

## Sexual harassment in the arts

54	Like bullying which I have also seen, it is a crime that divides and rules. Actors in general are afraid of causing trouble because it doesn't do to get a reputation for being bolshy or difficult. You will definitely not be employed again if you raise this and jobs are scarce enough. Often the person being harassed has the same fear and will therefore just try to fend off advances and battle on unsupported. It is purely a question of an unequal balance of power.	11/13/2017 7:37 PM
55	Power. Both men and women are guilty of abusing it.	11/13/2017 7:20 PM
56	Well, no one's going to listen to you if it's the Director are they!	11/13/2017 7:15 PM
57	People generally feel bad about challenging others and their opinions in the liberal and 'live and let live' world that the cultural sector thrives on. Addressing poor performance is unusual in the arts world.	11/13/2017 7:12 PM
58	Huge variety of reasons. Fear of losing work, not in a selfish way but in a very real way that people need to eat and to feed their kids and are low paid enough as it is. Sometimes people might be reluctant to report their suspicions in case they are not true and they damage another person's reputation and their own. Sometimes people accept the unacceptable because culturally we are told it is ok.	11/13/2017 7:11 PM
59	Because of the power hierarchies and that we do it (e.g. work in the sector) because we love what we do and don't want to risk that.	11/13/2017 7:06 PM
60	because the individual involved did not wish to make a formal complaint	11/13/2017 6:56 PM
61	Attitude of more laid-back/ creative / interactive comms than some other organisations / business environments	11/13/2017 6:26 PM
62	Power & influence	11/13/2017 6:15 PM
63	Perceptions of a person's value and the weight of their experiences is shaped by factors such as race and ethnicity, and assumptions about education and status. These can greatly impact whether or not sexual harassment is addressed and whether there are any consequences for such behaviour.	11/13/2017 6:08 PM
64	Bullies are too often in positions of power and used to using bullying tactics to get their own way creatively and in other ways. There is too often gender imbalance and lack of cultural diversity in senior creative teams.	11/13/2017 5:57 PM
65	In context, I have been lucky enough to encounter no sexual harassment within arts organisations that I have worked in, but in a previous life I was involved with live music where there is a lot of problematic behaviour and very little combative measures to control and vet performers. It often falls to the venues, who are often over stretched and not historically investors in their staff to put measures in place without a formalised or approved structure to work from.	11/13/2017 5:55 PM
66	My experience is that it happens in all work areas and has always happened but it is particularly difficult for individuals to challenge in an environment where artists, performers, producers and others are taken on project by project and thus much more vulnerable to this type of exploitation - and the exploiters know they can get away with it. Its compounded by a number of really unhealthy elements of work in the arts. The failure to address diversity in its widest sense means that the work force is like a tribe where only certain views are actually allowed - that was certainly my experience. That means that people strive not to rock the boat and call out sexual harassment, institutional racism when it occurs for fear of their peers as well as wider judgements about them. It means that the racists, harassers and bullies continue to get away with "it"	11/13/2017 5:33 PM
67	1) Power differential where the harasser is senior or has a high artistic reputation, as stated. 2) It is arduous and embarrassing to make a formal complaint, women feel they may be seen as making a fuss	11/13/2017 5:30 PM
68	When organisations have spent years promoting an artist's work they especially don't want to hold them accountable - its more than them being an ultimately replaceable employee, they rely on the artists reputation to form the basis of their own work, so they are very protective of that. In my case, the artist had a very mother-son relationship with the senior staff, who went to great lengths to disbelieve me and protect him.	11/13/2017 5:26 PM
69	The idea of the "artistic temperament" seems to cover a variety of bad behavior, from harassment being excused as "artistic passion" to rudeness or emotional abuse being brushed aside as "eccentricity".	11/13/2017 5:15 PM
70	Everyone is so time-poor and, working within 'the show must go on' ethos means that meaningful time, conversation and care does not often happen. And this applies to sexual harassment, bullying, other bad behaviour and, at the most fundamental level, general care of the welfare of staff and collaborators on a day to day basis.	11/13/2017 5:13 PM

## Sexual harassment in the arts

71	crimes of the powerful or influential may be covered up.	11/13/2017 5:12 PM
72	In my experience, having left two different arts jobs due to sexual harassment (one of which also included racism), I went through a very uncomfortable reporting process which resulted in no action being taken. I probably wouldn't try to challenge that behaviour again, instead I'd go straight to looking for another job.	11/13/2017 5:00 PM
73	It's a competitive industry - people want to be get to the top. Sometimes and very unfortunately this can be the only way.	11/13/2017 4:48 PM
74	Unfortunately, sexual harassment in the arts has been part of the deal, accepted behaviour, for so long, that it often goes unchallenged. It's almost like 'well, you signed up for it, deal with it'. It's not right, but it is very common place, and to complain about it has, until very recently, not been the thing to do. If you do, you won't get the next contract and so on.	11/13/2017 4:36 PM
75	People don't say anything because they don't think anything will be done. There is no one to turn to who can and will action anything. People aren't held responsible for their actions.	11/13/2017 4:32 PM
76	The arts and media industries are feudal, driven by patronage and demanding unpaid work from entry level staff as a requirement to advancement. The accent on privilege is exaggerated by these practices and people in power know how valuable a foothold in the industry is. This breeds a sense of entitlement in them and an expectation that young, new staff will "go the extra mile" to prove themselves. Within this culture bullying and harassment are regarded as occupational hazards - frowned upon and gossiped about but also tolerated because senior artists and producers are regarded as mercurial figures so if they behave like divas and abuse their power in doing so the industry shrugs - it was ever like this. Legislation, continuing better representation of women at senior levels and an independent body to which freelancers can report to in confidence would all help bring about the wider cultural change needed to reduce the incidence of abuse of privilege, including sexual harassment.	11/13/2017 4:30 PM
77	Sometimes behaviour can be brushed off as someone being quite 'old school industry' or 'they had a few drinks'. I do not feel confident about knowing exactly what should be discussed with senior members of staff and whether or not anything is actually confidential	11/13/2017 4:29 PM
78	The industry as an artist and designer is heavily reliant on networks. Same as for an actor - it's key to securing the next gig - exhibition or commission. For that people, mostly women and very young women subjected to abuse of power have to balance the harsh realities by putting up with a significant amount of exploitation and manipulation. Often, staying silent has been the only option to survive in this industry.	11/13/2017 4:07 PM
79	Seen as something you just ignored and got on with. It's seen as a joke or something not to be taken seriously, the reason being it's a creative/artistic industry not like others.	11/13/2017 4:02 PM
80	Working in an arts environment seems to somehow mean there are fewer regulations than in a corporate one - we're all seen as super-liberal and relaxed and so there is more of a feeling that we'll put up with unacceptable behaviour because we're luvvies who will laugh it off	11/13/2017 4:02 PM
81	I'm not sure it was thought of in terms of sexual harassment - everyone just knew he would try it on with anyone and that he got a bit handsy when drunk. In fact I used to help keep him away from younger girls without really thinking what I was protecting them from and how bad it was.	11/13/2017 3:48 PM
82	Previously, I think it was more likely to go unchallenged in places where there was a high turnover of staff or where there are no union or poor worker protection. This especially happens in bar work and other minimum wage posts. These roles often support arts organisations and the staff are just as entitled to the same rights but sadly a hierarchy exists where the reality doesn't reflect this. I think if the behavior of my ex colleague happened now - it would be taken much more seriously than it was ten years ago.	11/13/2017 3:47 PM
83	I have always found the opposite to be true and those within this area have challenged behaviours which other areas may not do for example in sports etc	11/13/2017 3:24 PM
84	Due to racial political correctness	11/13/2017 3:24 PM
85	Power, power and power... but hopefully things will change now.	11/13/2017 3:01 PM
86	My experience was over 20 years ago. I thought I was an idiot for not reading the signs and letting myself get into the situation, and in fact I thought I was an idiot for not 'taking the opportunity' to be close to a high profile artist. The fact that he repulsed me prevented my taking up his advances. I internalised the blame and I learnt that sexualised power was an essential element of working in theatre. 'If you can't take the heat get out of the kitchen.' I learnt not to trust anyone and that my discomfort was my issue not one that belonged to the field. I told some of my fellow students and we laughed about it but there was no language for calling it out. Based on my experience internalisation, lack of language, and an unspoken attitude that Sexual coercion is inevitable and as a woman I should just get on with it are some of the reasons it has been unchallenged.	11/13/2017 2:10 PM

## Sexual harassment in the arts

87	People do not want their careers to suffer, especially if they are new to the industry/breaking out.	11/13/2017 2:07 PM
88	HNWI/donors etc (as above) - we rely on them to keep existing and staff are more expendable Artists - we need the high profile living ones Journalists - we need them to cover our shows/news Most arts organisations are actually run day to day by female staff but still largely overseen by a small number of men at the top	11/13/2017 2:03 PM
89	Fear of being seen as too corporate	11/13/2017 2:02 PM
90	The incident I'm thinking of was from an older man who was in a junior position so I guess the person on the receiving end was senior to the person doing it so didn't feel in anyway vulnerable from a career progression point of view but that doesn't stop it from being unwanted, inappropriate and undermining	11/13/2017 2:02 PM
91	The Arts attract perhaps more emotionally and tactile expressive personalities, it also can create a lot highly-charged e.g. romantic scenarios, however the underlying causes are the same - unequal, non-diverse teams the higher you go up, inherited and self-perpetuating power strongholds and hierarchies, a climate of fear, social and economic pressures and expectations placed upon the victims and lower status employees generally.	11/13/2017 2:01 PM
92	After working for over 30 years in the arts (young people's theatre), I genuinely haven't seen an incident of sexual harassment. I have, however, seen examples of bullying within another department, and I think sexual harassment may go unchallenged for the same reasons as that bullying (and the sexual harassment I experienced in a previous career): - Poor management (or no management at all) of individuals exhibiting problematic behaviour, which leaves victims with little choice but to put up with it or move on - A complete lack of embedded organisational structures to deal with harassment and of any training for managerial staff, largely because it's assumed that it's rare within the 'nice' arts - A lack of support for people affected by harassment - An attitude that allows artists to be regarded as 'flawed geniuses', whose undoubted talent somehow makes up for their unacceptable behaviour (whether it's alcohol misuse, bullying, tantrum-throwing, or sexual harassment) - The inability to discipline or dismiss a key creative team member without putting a production at risk. This is a huge problem in theatre, because the need to protect the investment in a show outweighs – apparently – the need to protect staff from unacceptable behaviour. The show must go on, so everyone puts up with it and just sighs with relief at the end of the run. - Following on from the previous point, the complete absence of reference checks when engaging artists. Agents and artists are allowed to 'not put up with it', meaning no-one can do it. It's to be hoped that in the not-too-distant future, people will look at the processes currently used for engaging artists and be aghast; in the meantime, the minority who exhibit problematic behaviour are free to move on to their next job with impunity.	11/13/2017 2:01 PM
93	Power	11/13/2017 2:00 PM
94	Actors fearing they may not work for that organisation again	11/13/2017 1:58 PM
95	I would say incidents go unchallenged because: - practitioners need commissions and don't want to rock the boat and cause a fuss in case they don't get recommissioned - not sure who to report to and how - not sure what is acceptable or not	11/13/2017 1:55 PM
96	Lack of job security (low pay, relying on funding etc) can make people nervous about 'causing a fuss' and jeopardising their jobs.	11/13/2017 1:52 PM
97	Management of organisations do not wish to say anything regarding the conduct of (in particular) artists whom they rely on to participate in their concerts, etc, for fear of upsetting them and not getting their participation in future, or in our case (as an artist management agency) worrying that they will lose the client's business.	11/13/2017 1:51 PM
98	The arts only survive through public and private subsidy. Should rampant allegations come out many donors may pull their funding.	11/13/2017 1:50 PM
99	I think sexual harassment is often very common place, so victims are unsure if their experiences are "worth" reporting. I also think that people would not expect anything to happen/change is they did report harassment. If anything, their personal reputation may be damaged for speaking out, so experiences are kept quiet.	11/13/2017 1:45 PM
100	The Arts as an industry is extremely small, and for most women in the business there is a fear of being branded 'difficult' after a complaint is made. It's also far more likely that you will encounter perpetrators professionally after an incident even if you make a complaint and it is upheld.	11/13/2017 1:44 PM
101	It's so very hard to establish a successful career in the arts one becomes afraid of jeopardising that	11/13/2017 1:43 PM

## Sexual harassment in the arts

102	I've no personal experience but I suppose people might be unwilling to challenge senior staff or arts leaders for fear of negative impact being for the victim rather than the perpetrator. I am aware of a case where a former colleague reported corruption to very senior arts figures who didn't take the report seriously - as such she felt it untenable to stay in post when directors and trustees knew the employee had made a claim against another colleague - examples like that don't inspire faith that 'the system' will protect you.	11/13/2017 1:43 PM
103	It's a competitive sector. Jobs are hard to find. If you complain and have to leave, that will be hard on you.	11/13/2017 1:42 PM
104	It was predominantly a male environment and an old boy's network, as a woman you felt very much second class in terms of empowerment however my own dealings with a tactile work colleague left him very worried and let's say it never happened again!	11/13/2017 1:42 PM
105	A lot of people have essentially unchecked power. There's a widespread belief (not unfounded) that no amount of evidence of appalling behaviour would bring them down.	11/13/2017 1:41 PM
106	Partly because people - especially those auditioning for or working on a short-term contract - feel they don't want to speak up for fear of losing a job (and potentially not being recommended for future work as well as missing out on immediate employment); not exactly therefore because of the seniority/authority of the perpetrator as an individual but out of a more systemic fear. Partly also because with low-level verbal stuff each comment or incident on its own seems like little grounds for complaint, but over time builds up into something more hostile and undermining. Again, those on short-term contracts especially might prefer to suck it up and get a job over with (perhaps with a mental note to avoid that choreographer/director in future) rather than complain.	11/13/2017 1:40 PM
107	It can be very difficult to challenge donors or trustees about their behaviour for fear that they will withdraw their support	11/13/2017 1:39 PM
108	Too insular. Lots of husband-wife management teams, lots of friends hiring each other, large organizations willing to see a woman try to attempt suicide rather than firing the senior male who brought lots of funding to the organization.	11/13/2017 1:39 PM
109	there's an overlap between socialising and the work. there's an idea that artists are above normal rules fear of not getting funding	11/13/2017 1:39 PM
110	Left unchallenged due to the difficulty to replace once a tour had started.	11/13/2017 1:36 PM
111	Perp is a personal friend of the CEO	11/13/2017 1:33 PM
112	I think it's often not taken as seriously as it should be. I've seen harassing behaviour laughed off as part of someones "eccentricities" on numerous occasions. A lot of bad behaviour is excused if some one is seen as a creative genius.	11/13/2017 1:33 PM
113	Abused students only complained after they had left university with a bad degree (because they had to submit to their abuser). The student only gained awareness a few years later and then complained, so the university could say that she complained because she had nearly failed her degree. Unlike with the prominent abusers in the media, less prominent abusers in art subjects at universities, the abused students or fellow lecturers do not know each other and therefore remain powerless. In one case, students had complained for several years that a lecturer was following them home and harrassed them, but this was ignored by the university. This lecturer in his 50ies even had a relationship with an undergraduate in her early twenties (who was more vulnerable because she came from abroad), and this was deemed okay as long as it was declared and he did not teach her directly. Since this lecturer spent time in the student's flatshare with other students, it also undermined the relationship of the other lecturers to the year group. After the relationship ended awfully the father threatened to sue the university.	11/13/2017 1:30 PM
114	Allowing the "talent" to behave how they like because of their artistic achievements or box office draw. The idea that the arts are a more informal environment in which to produce work. The idea that the arts are less strait laced Much employment in the industry is reliant on who rather than what you know. Gossip abounds and victims will not want to either have their career prospects damaged nor be identified as "that person" for the rest of their career.	11/13/2017 1:30 PM
115	Fear of progressing in your own career or being made to feel like you are over exaggerating	11/13/2017 1:28 PM
116	Sexual harassment might go unchallenged because the person (the victim) isn't sure whether what's happened is wrong or just normal behaviour. This might be particularly the case with junior members of staff/interns who are not as familiar with appropriate behavioural expectations in the work place.	11/13/2017 1:28 PM
117	Because you have to protect the talent. Women (in particular) are so used to it that it doesn't even occur to report it.	11/13/2017 1:25 PM

## Sexual harassment in the arts

118	Structuring an industry around freelance workers systemically disempowers people from speaking out; there is a lack of clarity when you are a freelancer about what each company's policy is, and a fear for future job prospects. In an industry where relationships and reputation are so fundamental to getting work, the fear of upsetting people in positions of power, and the culture of reverence towards them enables abuse to go unchallenged. Furthermore, the arts - and specifically theatre's - mythology about itself as exceptional and above and beyond other types of work, creates a culture in which professionalism can be reframed as being inauthentic, corporate and lacking artistry. This in turn facilitates a blurring of the boundaries between personal and professional in which abuse of power thrives.	11/13/2017 1:25 PM
119	One individual whose history of sexual harrassment is well-known in the scene in which I work has repeatedly threatened libel actions against anyone who tries to name him. More generally, I think that women are socialised to question and playdown the sense that they might be sexually harassed, or to blame themselves for what happens, so it often takes a long time for a woman to identify a situation as problematic.	11/13/2017 1:20 PM
120	I don't think the arts are fundamentally different from other spheres, but the shorter time frames of arts projects might give people a sense of light at the end of the tunnel. i.e. They might feel that they can stay silent because they will be able to escape the particular perpetrator in a few weeks' time, for instance.	11/13/2017 1:15 PM
121	There are huge gender biases in place and men in the Arts are seen as flamboyant, eccentric, arty and sexual harrassment is not seen as being corrosive to the recipients mental well being.	11/13/2017 1:15 PM
122	Working within a performing arts context, sometimes the lines between people are blurred because of the physical nature of work. Misunderstanding can arise if there is lack of clarity about touching for example. Is touching allowed? One person's roar across a rehearsal room is another person's helpful instruction? I am unclear; i have no training in this area, however I believe that people in positions of leadership, control and trust need to be clear about what is acceptable and inappropriate and what might be offered as a 'helping hand' and also to know there is a line not-too-be-crossed.	11/13/2017 1:13 PM
123	The Arts is a difficult industry to join and once in many people will do what is required of them to keep their positions. Sexual harassment is only one form of abuse of power in the industry with bullying and discrimination far more wide-spread and equally damaging, of not more so.	11/13/2017 1:12 PM
124	I think in most cases it's because it's not reported. We have to learn to stop considering it "part of the job"	11/13/2017 1:07 PM
125	Because people who are of a high status or reputation , especially if they are famous or influential are seen as unchallenge-able. And people fear repercussions that might affect their future career.	11/13/2017 1:03 PM
126	The power structures and protection of the organisation stop people making formal complaints for fear of victim blaming and being massaged out of the organisation to protect the organisation. I have recently had an odd mixture of being bullied by a manager and then when going to report it being propositioned more or less by the more senior management in a sexual way. A weird kind of double whammy. AND I am 60 years old !!	11/13/2017 12:57 PM
127	I don't think that the arts are different from other environments and the same reasons apply for sexual harassment to go unchallenged.	11/13/2017 12:57 PM
128	The definition is a challenge because touching may not be sexually motivated but it is intimidating. So policies that are in place are not good enough, they cover sexual harrassment as opposed to physical intimidation and a general conduct. People are scared of challenging senior people as so many are freelancers and rely on networks and relationships for work, if freelancers are seen as trouble makers then a livelihood may be at risk.	11/13/2017 12:56 PM
129	There were questions as to whether we could challenge the behaviour given the person's celebrity and influence, however, staff were adamant that the wellbeing of our employees and patrons was the most important thing.	11/13/2017 12:54 PM
130	It is about power and seniority. Disclosure might mean the end of professional opportunities or even career. This enables a culture where harassment takes place and people suffer in silence (or leave).	11/13/2017 12:54 PM
131	I think that when sexual harassment occurs in the guise of banter it is easily left unchallenged - the banter moves on, the laughter drowns out rational thought. Sometimes it has gone unchallenged because there was not an explicit acknowledgement of what constitutes sexual harassment and a lack of language to call it out. Finally it can go unchallenged in situations where oppression has been internalised to such a degree that the subject of harassment appears complicit in maintaining it.	11/13/2017 12:54 PM
132	because sex is often part of the content of an artwork and the sector, particularly in the performing arts is physically demonstrative, so it can lead to a blurring of lines.	11/13/2017 12:52 PM

## Sexual harassment in the arts

133	Probably the same reason as any other sector. People feeling that they wouldn't be listened too. But this is likely a wider societal issue than simply one for our sector.	11/13/2017 12:48 PM
134	There is no circumstance where sexual harassment (alleged or otherwise) should go unchallenged or ignored	11/13/2017 12:47 PM
135	People are too scared to report it	11/13/2017 12:44 PM
136	I don't think this question is particularly related to the arts - it is representative of sexual harassment in our society - perpetrators are excused, recipients are ignored, people are afraid to rock the boat, it is normalised.	11/13/2017 12:42 PM
137	It is nearly always because a person has some sort of power over or thinks they are more senior to the person in question. in my own experience, men from the older generations tend to think their comments are just banter but the person it is directed at may feel and often will feel differently.	11/13/2017 12:42 PM
138	The same as with other sectors: not wanting to jeopardise funding or future funding; or make yourself seem like a difficult person to work with and to jeopardise your career - the arts is arguably a difficult sector to get into and to make a successful career. It is not uncommon to be on the receiving end of sexual harassment and it is a very serious thing to report. Therefore for many women, the fear of not being believed or of the incident being seen as 'blown out of proportion' if they report it, means that most choose not to report it.	11/13/2017 12:37 PM
139	Too much to deal with. It's a small world and no one wants professional relationships to be broken. As women run by teams of men you have to prove yourself and seem like 'one of the guys' so coming out with harassment/assault puts you in a risky situation. You'll be labelled as "the one who complained about..." which you don't want. None of us have had any classes or training about this sort of thing so how would we know???	11/13/2017 12:36 PM
140	you hope that other members of the team (including their line manager) deal with it before you have to. In this case they didn't until I threatened to take it to HR (in a large arts organisation). I think they were hoping he would retire and the problem would go away without making a fuss. It was verbal sexual harassment in an office banter style, but it crossed a line. Far over the line when he was alone in a room with certain female colleagues.	11/13/2017 12:36 PM
141	In addition to well-publicised reasons (casting, potential damage to career) the blend between professional and social contact is very porous. It would be a pity if abuse is used as a catalyst to stopping discussions about work outside the office/rehearsal room or gallery. Work is not confined to office hours: performances end late, exhibitions and shows tour within the UK and abroad. It is sometimes hard to draw a distinct line between work and social activity. This culture also detrimentally affects working parents who can't engage with all out-of-hours socialising where decisions sometimes get made.	11/13/2017 12:32 PM
142	It is difficult to re-cast actors at the last minute. People are so desperate for work that some will tolerate sexual harassment.	11/13/2017 12:31 PM
143	because of the informality of meetings and the settings of those - eg on the way back from an awards ceremony where everyone has had a bit to drink, it could be taken as 'flirting with a colleague' and people not wanting to make a fuss about that, but the junior female colleague feels they can't put a stop to it as there will (and let's face it, there always is) negative career consequences from turning down a male superior's advances.	11/13/2017 12:30 PM
144	Very competitive industry, based largely on word of mouth recommendations and informal relationships. Dependent on unregulated funders. Lots of very small organisations that don't have capacity for formalised HR. Lots of self-employed workers who are dependent on good reputation to get their next job. Low union membership. Lack of division between personal and professional lives - events happening at evenings and weekends, cross over with social life.	11/13/2017 12:28 PM
145	No difference in arts than any other profession! Power where it's unequal can be abused. Some arts orgs are like small business or 'closed shops' where things can get out of hand more easily. Happens in professional work places, but can be more toxic in smaller places where there is less scrutiny.	11/13/2017 12:07 PM
146	The same as in any other context. Power. And you are actively encouraged not to challenge it. Or it's dismissed as that's x's personality.	11/12/2017 8:30 PM
147	It's often one person's word against another's. An institutionalised sexism that seems to think that women making claims of sexual harassment might be being "overemotional" or "lacking in a sense of humour" ... "It was only a joke!"	11/12/2017 8:21 PM
148	See previous comment. Plus 'it's banter'. Say people who have no sense of humour whatsoever, to someone known for her humour in her work.	11/11/2017 6:57 PM
149	Fear of losing funding. Fear of damaging relationships with artists.	11/11/2017 6:10 AM



## Sexual harassment in the arts

150	Unions for performers are weak. There are no independent staff members that people can go to air grievances. People naturally feel ashamed or confused by certain behaviours and they also may not want to be defined by it. Their instinct is to try to move on.	11/11/2017 1:00 AM
151	Fear of reprisals and fear of career ending and fear of ridicule or fear of character assassination or or or. Each person has to weigh the circumstances for their safety and reputation	11/10/2017 11:46 PM
152	The umbrella of "art," as well as the notion that good art should be provocative, lets people get away with a lot of bullshit.	11/10/2017 10:17 PM
153	Many involve men in senior positions. And who operate in closed circles for example [REDACTED] [REDACTED] all of whom I am certain will have had their names passed on to publications such as these. It is about power and privileged. As well as 'art' masking a wealth of typically unacceptable asks... nudity, casting procedures, access to YPT etc.	11/10/2017 5:56 PM
154	Money. Money. Money. Followed closely by celebrity and connections.	11/10/2017 4:59 PM
155	Like harassment which occurs in other non-arts organisations, people can be afraid or embarrassed to report this. Also, some forms of harassment can be insidious and hard to pin down.	11/10/2017 4:38 PM
156	Lack of structures, codes of practice and policies. People possibly seeing this as part of the culture and not recognising it as harassment.	11/10/2017 4:15 PM
157	Confident that any reports are taken seriously and challenged	11/10/2017 2:22 PM
158	The usual, intimidation by those in senior positions who could easily curtail an emerging career	11/10/2017 2:19 PM
159	The usual, intimidation by those in senior positions who could easily curtail an emerging career	11/10/2017 2:15 PM
160	unease in reporting a peer particularly in a social context. Power structures. 1 curator and 1 artist I know were harassed by a well-known Director and 1 artist faced inappropriate behaviour by a well-known artist. They had nobody to report this to as it took place either in a social situation or informal meeting. The art world is a small one and men tend to dominate at a senior level.	11/10/2017 2:02 PM
161	The victim wanted to move on and not extend the trauma by pursuing it more formally.	11/10/2017 2:00 PM
162	Two things: The culture. Board rooms can have an old-school male 'clubby' atmosphere. I have heard casually demeaning comments and sexually charged anecdotes told with little or no self-censorship or rebuke from peers. Challenging this as a female staff member becomes frustrating and isolating. The lack of response / ranks closing. I formally raised an instance of sexual harassment by a senior artistic team member involving a junior member of staff. I was told if we pursued this we would 'never work in theatre again.' The young woman involved was dispensable compared to the reputation of the artist, who was a member of one of our theatrical dynasties.	11/10/2017 1:54 PM
163	An organisation develops a tolerance for sexism and sexualised language. To threaten this is to be treated as a prude. It is easier to be silent.	11/10/2017 1:47 PM
164	people being complicit and accepted cultural norm	11/10/2017 1:31 PM
165	Harassment often goes unchallenged partly because people are not sure they will be taken seriously. People doubt their reactions to incidents. Was I being over-sensitive? Did I take that the wrong way? I hadn't realised at the time, but looking back I am sure 'x' was having a go at me.... Also I am sure people become concerned that any complaints might impact on their access to work in such a competitive market place.	11/10/2017 1:20 PM
166	frozen in shock, don't rock the rock type threats....., hard to explain the toxicity of small / 'joke' comments	11/10/2017 10:41 AM
167	No infrastructure to deal with these issues. Especially as a lot of organisations are small and don't have separate HR. Success in the arts is connected with knowing the right people and so those violated may not raise the issue as they don't want to damage their career. It can be scary when speaking out about something you think is ethically wrong.	11/9/2017 11:00 PM
168	For the same reasons it goes unchallenged everywhere else.	11/9/2017 10:56 PM
169	For the same reason it goes unchallenged anywhere else in society. Just because we work in the (liberal) arts, doesn't make harassment acceptable. {Men} still think it's ok to make inappropriate remarks, 'joking' attempts at chat up lines, displays of power when you question them, intimidating & predatory come-ons or think that because you use your body in performance in anyway that makes it 'public' property. Men (and women) also don't have any training or idea on how to 'call out' those whose behaviour is inappropriate if they have seen it. Also some men just don't even notice what's going on. I have also seen women be the harasser, but mostly it's men.	11/9/2017 10:07 PM

## Sexual harassment in the arts

170	The arts are rampant with sexual harassment. I believe the arts as a whole are a business with men at the top of almost every pyramid and women managing and working at the base of the pyramid. To change this, women need to be in more leadership roles.	11/9/2017 6:05 PM
171	It's difficult for men to talk about being harassed particularly if it's by a woman. I think bullying is enveloped with this & is worth finding more info & research	11/9/2017 8:48 AM
172	I think there is a general belief that artists are typically more liberal thinkers, more self-expressive, more open in their expression overall. This type of open, expressive behavior (in an artistic context) could possibly and unintentionally invite someone to respond by saying or behaving in an inappropriate manner. In other words, the openness could send the wrong signals or be misinterpreted in some way. Once realized, the individual who may have brought about such a response from another person, might blame themselves and choose not to challenge.	11/8/2017 10:10 PM
173	Although I am not aware of any specific incidents of sexual harassment in the arts, I have witnessed incidents of other harassment which have gone unchallenged because of the perpetrator's artistic reputation, as well as a fear of saying the wrong thing politically.	11/8/2017 4:32 PM
174	fears of job loss	11/7/2017 9:19 PM
175	The arts is a strange industry. Across multiple artforms, there is a tendency to laud those who are a bit different. There's a performative wackiness to many people in relatively powerful positions, so their behaviour is not questioned. There's also an inherent sort of sexual charge to much of the arts industry and, again, certain people are encouraged to play up to their 'flamboyant' or 'cheeky' persona, but this frequently crosses over into bullying, harassment and intimidation. Not to sound too much like a conservative tabloid, but I've observed that cases involving homosexual or bisexual men harassing other men are seen as being harmless and not eligible for consideration as sexual harassment, despite the usual aspects of seniority, persistence and age.	11/7/2017 5:50 PM
176	Systemic misogyny!	11/7/2017 1:40 PM
177	I think sometimes things are left unchallenged because people are considered very important - or others people jobs rely on that person. I also think it is hard in any work place to even report sexual harassment because people often feel like 'it's nothing' or 'I am making a fuss'. In general I think people think that they might be making something out of nothing (which isn't true) or that people won't believe or help them. I think a lot of the handling of these situations comes down to people not wanting to rock the boat or fear or what the consequences might be.	11/5/2017 10:56 AM
178	When raised it is dismissed as problem causing or too tricky to deal with i.e. 'he'll ruin you all on stage if you make it a problem'.	11/4/2017 5:37 PM
179	For women - because they are normally in the minority. For everyone: because a lot of arts work is dependent on being 'liked' and re-hired - if you complain that won't happen.	11/3/2017 11:47 PM
180	Desperate for cash. Seriously large imbalance of power between freelance employees in precarious employment and those with the money and the power to hire & fire. Too often this is dismissed (eg by Board members & managers) because the powerful person is afforded 'special status' on account of perceived 'talent' or 'uniqueness' within the organisation or the national stage.	11/3/2017 8:15 PM
181	We are largely a sector of freelancers and rely on the good opinion and recommendation of those in big arts organisations to ensure we get work. Much freelance work is done in organisations that don't talk about having a policy on sexual harassment and it's bad for your career to report on someone who belongs to the organisation when you don't.	11/3/2017 6:03 PM
182	Every area of work from backstage to foh and everywhere in between is generally found because of contacts and reputation, so anyone already struggling to make it work in whatever field doesn't want to jeopardise their reputation as someone to worry about working with. It's a heightened and emotional environment working with 'artists' so everyone needs to be comfortable. It's not only men in power causing these moments, I have been harassed by men and women.	11/3/2017 3:00 PM
183	Person was general management/artistic director with a global reputation.	11/3/2017 2:43 PM
184	It's a difficult and competitive sector to get into, and I don't think people want to put their heads above the parapet if they feel they might lose their job or lose respect within their organisation	11/3/2017 2:38 PM
185	Embarrassment or a feeling that 'you' have brought it on 'yourself'	11/3/2017 12:35 PM
186	because I would never get hired anywhere ever again	11/2/2017 10:37 PM
187	Key donors who ensure financial support of the arts are not challenged for their behaviour due to the threat of loss of financial support.	11/2/2017 6:16 PM

## Sexual harassment in the arts

188	There is so little room to 'make it big' in the arts - opportunities are scarce and precious and those that hold the keys to them have immense and sometimes very unchallenged power as a result.	11/2/2017 11:52 AM
189	Many organisations spring up out of friendships and boundaries and policies aren't set or if they are they're not adhered to. There's a tendency within the arts to confuse openness as an invite to overstep boundaries. People may be frightened to speak out for fear of being seen to be uptight or somehow bringing down the mood of a seemingly 'positive' environment.	11/2/2017 10:11 AM
190	It's all about the culture of the powerful individual	11/2/2017 9:40 AM
191	I think some people might not understand the full definition of sexual harassment and struggle to identify inappropriate behaviour when they are involved themselves.	11/1/2017 11:45 AM
192	Male dominance is accepted in and it shows itself in certain ways. Traditional believes covers most of the harassing behaviour. Mansplaining is a must and if you speak against it and/or underline it, people in your network get intimidated by you. And you carry it in your head, almost on an instinctive level and auto-censor yourself.	10/31/2017 7:42 PM
193	As it would in any other sector - it is about those with power abusing less powerful/more vulnerable colleagues, and using their position of power for their own sexual gratification.	10/31/2017 3:00 PM
194	When I first started work (20 years ago) inappropriate comments and touching were blamed on the perpetrator's age (he would have been in his fifties). We would laugh them off, but it was still fairly uncomfortable making	10/31/2017 1:07 PM
195	- Lack of structure (e.g. short term productions that come together quickly) - Uncertainty of position (e.g. 'If I say something, what ramifications will this have for my future employment/how my organisation is seen?') - Lack of reporting framework - Passionate people whose work incorporates a degree of 'boundary pushing' - Senior managers who are mutually implicated	10/30/2017 2:26 PM
196	Those who work in the arts are thought to be more over the top, outgoing, hard-partying, and accepting of situations that might make other uncomfortable, because a lot of times performers are traveling together and are in situations backstage where they share more personal space than in other work environments. However, sexual harassment is still not appropriate, and comes in all forms. Perhaps those in the arts are hesitant to come forward because of these generalizations.	10/30/2017 2:17 PM
197	Like many workplaces, the hierarchy of decision-making is central to making theatre. i.e. who has the final say? who holds the power in a rehearsal room or meeting? who controls the space? Status is, in fact, a dynamic that is celebrated when making a scene more dramatic: "Who holds most power in this moment?" "Who is winning now, and who is losing?". It is central to the DNA of what we do. There are, unfortunately, people who take advantage of those dynamics and, when in a position of power, exploit it for personal as well as artistic gain. We need to get better at differentiating the two things. One is artistically vibrant, the other is unacceptable and deadening.	10/30/2017 2:17 PM
198	it may be seen as trivial or too minor to really complain about.	10/30/2017 1:45 PM
199	Embarrassment Fear of further harassment or bullying Fear of losing your job/ not getting an upcoming promotion etc Fear of being called a liar Not wanting to cause a fuss Concerns about whether you might have been complicit in some way (if something felt wrong you wouldn't have been, but anxiety about the situation might make you doubt yourself) Not knowing what the process for making a complaint is, or thinking it might be too complicated (will it involve lawyers or the police? Do I have to make a statement? Do I have to confront my abuser?) Fear of nothing being done once a complaint is made and having to work alongside your abuser Having no one of seniority to speak to (particularly if the abuser is the most senior figure in your organisation) Not being sure whether something constituted as sexual harassment, despite it making you feel uncomfortable (eg. such-and-such 'does that to everyone', 'he's just old-school', 'he's an artist, darling, that's how they behave') So many reasons!	10/30/2017 12:37 PM
200	Having worked in several theatres, there is often a camaraderie and "banter" particularly in the technical and FOH departments. It would be easy to see how a line could be crossed but no-one want to be a spoilsport or a troublemaker when others seem to be fine with it. I have certainly seen and experienced behaviour which went close to the line.	10/30/2017 12:28 PM
201	Because in small arts organisations work relationships are often also close friendships. Dealing with an accusation made against a friend is harder to deal with and, in my experience, less often believed. Victims also may feel they run the risk of 'destroying' a Positive working environment for their colleagues if they speak out. They might all feelings that speaking out about a perpetrator to their close friend is an unnerving experience. In child safeguarding while reporting and awareness is everyone's responsibility there is often an additional named staff member who people can go to. This could be helpful for clarity of process in reporting	10/30/2017 12:28 PM

## Sexual harassment in the arts

202	A tumultuous/volatile office culture where abuse is tolerated and used to make people work harder. This mixed with a club/late night environment that normalises lad culture and is based around exploiting youth/sex culture.	10/30/2017 11:44 AM
203	Because there's a circle of power which protects men- male authors, male editors, male journalists. They bring in money, they have artistic sensibilities that need to be accommodated, they have powerful (often male) literary agents who would penalise the publisher if such a thing was raised, they'll not review the books. Because it is often young women who are making the complaints and as such there is a power imbalance, because the men at the top of the companies don't take their wellbeing seriously and which young woman could find the words to directly challenge someone who is valued more than her in the workplace, if she thought it would cost her her professional reputation? Often it's laughed off.	10/30/2017 11:02 AM
204	Extremely difficult to deal with in a city or town (or sector) when everyone in the arts know everyone else. A complaint against someone senior- and in my case the person harassing me was in a very well known and much larger arts organisation and had a lot of clout- can cause serious difficulties for both the complainant and their organisation. I also knew there was nothing I could actually put my finger on- he was just always too close, too touchy feely, asking me for unnecessary lunches and meetings. Other people in my organisation also noticed it and ensured that I was never left alone in the office with him.	10/29/2017 10:07 PM
205	Because it is endemic and years old. It is not just men on women, it is gay/straight, it is old/young.	10/29/2017 8:40 PM
206	The precarious nature of the employment often means people are worried about the effects of reporting on their livelihood. There's a desire not to rock the boat lest it cost them a job or future jobs. Also a culture of victim blaming can often leave the victim in a position where they wonder if they provoked the harassment etc. and one in which they feel like they won't be believed.	10/29/2017 1:53 PM
207	I think the arts can be extremely sexist and I have experienced this teaching photography by male students and this is not taken seriously by anyone - This lays the foundations for more developed harassment and also for a culture of not being listened to.	10/29/2017 1:18 PM
208	There has been a high level institutional acceptance of this behaviour as normal and acceptable - not just in the arts world but there can be more intimate situations (either through performance or touring together) that enable situations to take place that would be less likely in other businesses	10/29/2017 12:45 PM
209	There is a repetitive casual nature to comments and remarks related to how women do their jobs which normalises the behaviour. In my experience remarks and actions are brushed off and rarely taken seriously in the moment they are said or done due to either the seniority of the person who said or did it and the joking nature in which they are said, making it very difficult for you to react.	10/29/2017 11:30 AM
210	Because it is condoned by peers and senior managers in positions of power, peers or subordinates fear reprisals for reporting-blocked promotion and other opportunities. Ignorance and lack of empathy from colleagues, blame cultures that promote negativity towards those who raise or report issues.	10/29/2017 8:18 AM
211	So much importance is placed on making sure "the talent" we work with are happy. I don't think anyone would want to challenge the behaviour and would instead choose to not book a person again rather than directly raise the issue.	10/28/2017 7:37 PM
212	Certainly in the institution I work for it has always been a predominantly male group on the management team and there has been an 'old boys club' attitude to women - they were the typing pool girls and a bit of 'slap and tickle' was always acceptable. Now that women have moved into more professional and senior roles, the levels of respect have not shifted. Many of my male colleagues do not see the women they work with as equal, instead they often see them as 'fair game' and ok to flirt with, embarrass, degrade or judge based on appearances. In particular, the biggest problem arises when young women, usually starting their career come into our institution, usually as interns, volunteers or on short contracts, and some men position themselves in such a way as to act powerful and as if they are the decision makers when it comes to these women staying in the museum long-term. They act like the all-powerful boss, when quite often they aren't, and will effectively groom these girls to see them as powerful and to do what they want them to do to protect the future of their career. These women are too afraid to take on long-standing members of staff, so they do what is expected, often caught in the corner of a bar at a work event late at night with some man twice their age rubbing against them and trying to kiss them. I'm not sure how many have gone further behind closed doors, but I do know as a young female in this environment, you are almost guaranteed to get this kind of unwanted attention.	10/28/2017 5:23 PM

## Sexual harassment in the arts

213	to avoid being blacklisted or losing out on work or opportunities. also because the system once you have reported the harassment or assault is heavily weighted against the complainant with very little outcome likely against the perpetrator, if any, with a lot of effort and anxiety having to be taken in either case.	10/28/2017 3:16 PM
214	These incidents happened in a drama school, where it was considered a useful education for young people to come up against intimidating directors.	10/28/2017 12:26 PM
215	Reputation and finances. Due to the unsteady nature of freelancing, people are unlikely to challenge this behaviour as they cannot afford, financially or reputation-wise, to call it out; when that is your only job for that time period, with no sick pay etc, financial pressure prevents you from addressing the issue for fear of losing that contract. Additionally, no one wants to gain a reputation as the fussy one who "can't take a joke" as that will affect potential future employment.	10/28/2017 5:10 AM
216	There is the potential to ignore it if it flows from someone senior who has influence on funding outcomes.	10/28/2017 4:26 AM
217	When working in a community context, particularly with young people, we ask them to imagine and feels things strongly. We even ask them to plunder their pasts to find analogous situations. An artistic leader can become the object for 'transference' similar to that a psychoanalyst might experience. The professional may find themselves being sexually harassed, stalked, manipulated, threatened and lied about. Or The professional may think this obsession with them is indeed love, or at worst something they can sexually exploit. They may excuse it as them being asked for a relationship, very probably a sexual relationship, but it is still an abandonment of responsibility.	10/28/2017 3:43 AM
218	Sometimes I think perhaps administrators are also a bit in awe of artists and don't know how to approach them. Perhaps they fear replacing them may be difficult in Education? Lesser known artists can have famous connections the administrators are in awe of. Sometimes I think when it's one person's word against the other, the man will tend to be believed by other men, as a kind of mutual misogyny gang mentality, especially if one man has some societal credibility or fame. It appears this way. Some men at the Colleges would probably been more protective, however as there was no structure to discuss these problems then they may not have known much about it. My friend seemed quite okay about the situation, until someone else suggested it may just be a sexual arrangement. I shared a house, studio and tutor with her. very difficult for me in my early 20's, I think that it effected the rest of my career and life for the worse. As a Teacher/artist in a Key-worker flat : Perhaps racial grouping of a man can play a part in how women are treated and seen. Nothing done after an Asian man took up the case, prior to him, an Englishman and woman were supportive. In an outside mediation process I was taken seriously again by two white people.	10/28/2017 12:40 AM
219	Customer to staff sexual harrassment is seen as par for the course, especially if there is alcohol involved.	10/27/2017 9:56 PM
220	I didn't believe the organization I work for would have supported me at the time.	10/27/2017 5:42 PM
221	I believe that sexual harassment went unchallenged because the director who perpetrated the acts specifically chose women who, for fear of loosing their jobs, wouldn't step forward. The director was in a position where people felt indebted to him for their jobs and therefore were either easy to subject to harassment or witnessed harassment and did not speak out. He also controlled the structure of the organisation to such an extent that HR and other senior managers were ineffective in dealing with complaints from catering staff, box office staff and junior office staff. The director is a successful man adept at finding funding and with many influential friends. I suspect because of this the board of trustees are also unwilling to confront allegations made by employees. It is my understanding that they have turned a blind eye to 'indiscretions'.	10/27/2017 5:40 PM
222	People are desperate for jobs so don't want to rock the boat; it's seen as something you just have to deal with, especially in certain contexts where it comes from the audience, or from people who have been around a long time.	10/27/2017 5:23 PM
223	Power and position unfortunately. As well as a society that is okay with sexualization of women when they are trying to go into the arts business.	10/27/2017 5:02 PM
224	IN the freelance arena- fear of not being booked again. Ongoing bad feeling on the platform in an artistic environment	10/27/2017 3:28 PM
225	because of the skeleton-staff nature of staffing in the arts, one or a few people have a position of power over the others. Often behaviour isn't witnessed by others so would be their word against the perpetrator.	10/27/2017 2:46 PM

## Sexual harassment in the arts

226	We work often in extremely busy environments and overstretched teams. Victims may not make the complaints they might wish to, worrying perhaps about rocking the boat, taking up time, not being taken seriously, as well as the position and/or reputation of the perpetrator. If policies are not highlighted to staff they won't know what next steps are and fail to make complaints. Managers may not follow up on incidents properly because they become part of a long list of things to do, like many HR issues which go unresolved/ignored. Or if they don't hear more about the problem might think its blown over.	10/27/2017 2:09 PM
227	The vulnerability/precariousness of 'hand-to-mouth' culture in some organisations and the reliance on 'working hard and getting things done' rather than reflecting too much on the individual experience of members of staff. Inability to separate founders/leaders from their organisations - the idea that for a young woman reporting something you are opening up an organisation that you love to negative comments or criticism (even though it obviously isn't your fault).	10/27/2017 1:43 PM
228	I think it can happen in any situation where people abuse their power. I think in the arts, particularly in certain scenarios some men seem to feel that this is acceptable. This is probably exacerbated in the performing arts as performers are essentially selling themselves to people that can give them work and make their careers and this can be either misconstrued or abused.	10/27/2017 12:51 PM
229	Whilst I have not personally experienced, nor witnessed sexual harassment in the workplace, I am aware that it does happen. Perhaps those who do experience this within the arts are not aware of how they may report unwanted behaviour - particularly if they are freelance and unconnected with an organisation who will have policies and procedures. Therefore in challenging sexual harassment, people may feel alone and unsupported even before they stand up or reach out for help.	10/27/2017 12:49 PM
230	Many arts organisations have an informal management structure and relaxed attitudes to HR so there is often not the support from management. Women generally are made to feel they are simply 'making a fuss' if they complain about harassment and putting up with it therefore becomes a part of your daily life. This societal attitude also makes it difficult to recognise harassment.	10/27/2017 11:02 AM
231	Since art is without boundaries, it is difficult to say when it has gone too far. As an artist I put faith in those I work for to protect me however in a creative environment they expect everything and anything from us. It is difficult to express concerns without fear of damaging a professional relationship. For example I was once asked by a choreographer to improvise a zombie porn scene with dancers I had just met. There was no offer to consent to this, just go and do it.	10/27/2017 10:20 AM
232	i'd never work in the industry again!	10/27/2017 9:23 AM
233	Jobs in the arts are popular and it's very competitive to get them, so you feel like you have to make the most of the opportunity that's been given to you. You may also feel grateful to the organisation or a particular person for hiring you. It's a very small world and a lot of people know each other within the arts sector. If you complain there would be a worry that your name might be sullied within the industry. People are willing to make sacrifices in order to work in the industry they adore. With shows, there might be a culture of drinking together afterwards, and drunken actions can be dismissed.	10/27/2017 8:53 AM
234	It is really hard to get certain jobs and there is a fear that speaking out will affect your career. When you are young, you have virtually no power in the arts and entertainment industry and, in my past roles, incidents have been dismissed as 'making a fuss' or 'having no sense of humour'.	10/27/2017 8:51 AM
235	Because of the position of power of the harasser. Even if the organisation has a strict policy, it is intimidating to have to be the person who steps forward. It also means that if people don't believe you, it's your career on the line.	10/27/2017 7:38 AM
236	I was very young. I thought this was normal.	10/27/2017 7:13 AM
237	Reputation of the organisation and the female not realising they could make a complaint.	10/27/2017 6:53 AM
238	The arts are difficult to get into and senior people can abuse their power because as it's a small world you cannot be seen to be making a fuss.	10/27/2017 5:26 AM
239	Fear of backlash. Not wanting to challenge the perpetrator.	10/27/2017 12:28 AM
240	Fear of reputation being tarnished resulting in reduced opportunities for roles or promotions.	10/26/2017 11:46 PM
241	Woman not taken seriously Woman anxious that she will lose her job Fear	10/26/2017 11:10 PM
242	I was once told "Everyone sleeps with everyone, darling, in the performing arts.....because that way, everyone has something on everyone and nobody will get into trouble"	10/26/2017 10:45 PM
243	Artists tend to be seen as being over dramatic so the victims wouldn't be taken seriously.	10/26/2017 10:39 PM

## Sexual harassment in the arts

244	In the first incident, an actor followed me backstage, into the toilets, and then into a toilet cubicle. I was an usher, and I was 16. I had no idea who to report it to. In the second incident, an actor I was directing behaved inappropriately when he gave me a lift in his car after rehearsals. I was alone with him, he was driving, and i wasn't sure where we would end up. It was scared. In this case, there was no one really to report it to. I was in a way his boss. I finished the contract and that was that. Generally, I think chains of command aren't always clear. There is also a blurred line between the personal and the professional in theatre.	10/26/2017 10:30 PM
245	We work in a 'liberal' environment where freedom of expression is valued - this means unacceptable behaviour sometimes goes unchallenged. We are nice people & this sort of thing just doesn't happen is the (wrong) assumption	10/26/2017 10:10 PM
246	It's too much trouble to confront it.	10/26/2017 8:18 PM
247	It ruins your career.	10/26/2017 7:33 PM
248	The incident above was a long time ago and I just let it go without any thought to what it might mean to me and other women in the workplace. I think I remember laughing it off with friends as if it was the most normal thing in the world. As there is so much more debate about this now, I would not let it go unchallenged, plus I am older and that has brought confidence to tell someone when they have overstepped a line.	10/26/2017 4:57 PM
249	There are many men who can make or break your career. Many men who hold the reigns of power. Whether that's the Artistic Director of a theatre or the Front of House Manager, or the head chef in a kitchen in a theatre's cafe, or a member of Stage Management. When it comes to sexual harrasment and assault from these kinds of people (towards women and men) you are completely powerless. When it comes to people lower down the rung of the ladder, my current arts organisation has dealt with it well, quickly, and effciently, but turned a blind eye to the Artist Director's sexual harrasment of some staff. He's gone now, so I suppose it's not theirs to deal with. However in the past, when I've worked for far larger companies, complaints about staff, whether managerial or otherwise fell on death ears. I had to leave my job twice due to how utterly disgusting managers were and how they helped enable a culture of systematic sexual harrasment in their theatres. The only time my complaints about a member of staff were dealt with was when the managers were women. I repeatedly kept finding a straight, male member of staff using the ladies toilets as a place to... How to put this... He'd lie in wait, cubical door open, doing his business sat on a toilet and would get off on a woman finding him there. Bizarrely, in another theatre job (same company different theatre) similar incidents ocured. A male member of staff was found masturbating in the toilets, on the sink... And nothing was done. It was laughed about. I would complain to managers constantly about one (different) male member of our team, and once again I would get laughed out of the office. This went on for years. I eventually quit and began working for smaller, less corperate companies. Where such matters seldom happen, but when a problem arises, they're dealt with. But that company in particular [REDACTED] took over twelve years in firing a manager. He had attacked customers, sexually harassed staff, made girls parade in front of him, had his "favourites" (I was not a favourite, he only liked blondes) and I think only got fired in the end for sexually harassing a member of the cast of a show he was working on. So, it all depends on who has the power, who has leverage, whose voice is loud enough and who is actually listening. Over the years, unless women hold the reigns of power then no one will see any consequences for their actions.	10/26/2017 3:52 PM
250	In the arts lots of cultural norms are flipped. If you need a pretty actress in a role, it's necessary to judge her on her looks. In any other industry, looks would have nothing to do with it. Therefore people become less sure about what is and isn't acceptable because the rules are different to the rest of the world. In the arts it's about who you know, and using your friends to go places. People don't want to risk damaging their friendships or looking difficult if it might lose them work.	10/26/2017 3:36 PM
251	Jobs are scarce and People don't want to lose them. In smaller cities/towns the networks are small and victims do t want to speak up for fear that everyone will know their business or be perceived as being difficult. When I experienced a mid level manager having inappropriate realtionships with younger entry-level volunteers it was unchallenged by senior managers despite being largely know about, to the extent of being an ongoing joke. The arts is quite a social world so incidents can easily happen outside of workplaces, eg. Hosting delegate after a conference. I've regularly socialised on behalf of organisations with guest speakers - people I ultimately don't know, who are often drinking, with noone from working knowing my whereabouts. This sits outside of lone working policy, and of workplace sexual harrasment and when I was assaulted by a professor much older that I was senior management essentially shrugged their shoulder and said there wasn't much they could do.	10/26/2017 3:10 PM
252	Because it can be brushed off as 'harmless' or actually a bit pathetic and not worth dealing with or not worth the hassle or unclear as to what was meant. Also because jobs are short sometimes I think people feel it's not worth it and I'll be out of this situation soon and won't see them again. All this is extremely unhelpful and encourages repeat offenders.	10/26/2017 2:52 PM

## Sexual harassment in the arts

253	There are no robust systems in place for dealing with allegations. Investigations are deemed too costly and time consuming. Those in senior positions are protected.	10/26/2017 2:15 PM
254	scarcity of jobs - people are scared to report because of fear of stigmatisation at the workplace and in the sector - you won't get another job in the arts its hard to get support from other colleagues because they are scared they will loose their jobs i was abused at a large arts organisation, which has lovely, large, well resources stages - people don't want to hear about experiences like mine because they want to put their work on, on those great stages and don't want to have to respond to me that they will still go into those spaces, which are framed by privilege and it seems the abuse of power when I did try to mention to HR - they had a number roof off line meetings with me - where I was basically told to be quiet	10/26/2017 2:13 PM
255	Because of fear that the woman might lose her job or reputation	10/26/2017 1:55 PM
256	Fear of an organisations negative reputation where many good people have worked hard to get a good reputation Fear of lost funding	10/26/2017 12:58 PM
257	Fear of being considered a trouble-maker; fear of being accused of being humourless (it's just banter), fear of career stagnation	10/26/2017 12:52 PM
258	Sometimes because of the competitive nature of gaining a foothold in the industry. When challenged, not-do-veiled threats from the abuser to the abused around ensuring reputation within the industry remains "impeccable" — if the victim of abuses of power play ball/accept and "move on"; or agree to settlements etc. Faced with the prospect of losing a position and / or having your reputation ruined by lies and rumour through gossip ...	10/26/2017 12:08 PM
259	Same sex sexual harrassment does not seem to be recognised in the workplace.	10/26/2017 11:55 AM
260	- arts attracts lots of women; lots of creative women; lots of young women and is oversupplied: no job security, lots of insecurity, lots of pressure to perform well as a person - its a very person-to-person environment, more chats over coffee than formal meetings, and this makes maintaining clear boundaries especially problematic and makes it easier to feel self-blame than address this as an issue of harrassment; the boundary line between personal and professional is already deliberately blurred - in film (and beyond . . . .) we are not honest about the fact that too much of our 'arts' is still based on the objectification of women; the naked photo used for marketing etc. We think that we are liberal and intellectual and more aware than other industries - but this perhaps hides the issues from us more than in other industries. Whistling by builders is not protected by extensive debate about cultural relativism and artistic expression but recognised as harrassment and now being stamped out. We are our own worst enemies in seeing the truth about what goes on.	10/26/2017 11:30 AM
261	Risk that the person being abused will be deemed weak by reacting	10/26/2017 11:26 AM
262	From personal experience, when a younger woman, you just expect to receive unwanted sexual advances that make you feel uncomfortable or intimidated as the norm, not just at work, but in any aspect of your life. Sad but true. You don't challenge it, or report it, because it is just a fact of life. I don't think the arts are any different from any other environment in this respect. Perhaps young women feel differently now, but this is how I felt when I was young.	10/26/2017 11:19 AM
263	As a Woman we want to be seen as tough and not a victim so just ' move on'	10/26/2017 10:39 AM
264	It's so embarrassing and humiliating. At the time you sometimes don't realise it's happening - afterwards you feel as though you should have said something at the time. People DO NOT BELIEVE YOU. Even now when I discuss sexism in the theatre industry men (and sometimes women) will question my experiences as though I am somehow imagining it. You worry about 'making a fuss' or being difficult. Work can be incredibly hard to come by. You don't want to jeopardise future gigs. You feel like you're responsible somehow. Or you're just young and naive. Sometimes you just don't know what's going on. When an experienced actor shoved his tongue down my throat during an onstage kiss for my first ever paid acting job I thought I must have sent out the wrong signals, or maybe it was ok because he was just taking the role very seriously. He started to follow me around and stare at me, and I still thought maybe I was just making a fuss.	10/26/2017 10:31 AM
265	The final authority tends to be a Board of Trustees who are often retired, who feel that it's best not to make a fuss, who don't want to get involved etc. This is especially true if the perpetrator is on the Board.	10/26/2017 10:30 AM
266	No	10/26/2017 10:23 AM
267	A	10/26/2017 9:50 AM



## Sexual harassment in the arts

268	Opportunities for progression/ for work are limited. Men so often hold the power, whereas women are more likely to be working part time and in more lowly positions. Getting work and keeping work so often means 'putting up with things'. I feel there is a low level acceptance of 'this is how things are'. If you challenge the small sexist comments you are seen as having no sense of humour, or are trouble, either way challenge equals a bad 'atmosphere'. If one isn't then out of a job the opportunities to progress are often limited as a woman. I'm talking about very small things, but they are repeated and form the baseline of what is considered acceptable behaviour.	10/26/2017 9:48 AM
269	The power dynamic in theatre (where I have worked for decades) can be pretty toxic. We're all doing this job and hoping for the next one, threats of getting a "reputation" spoken and unspoken have a lot of weight, especially with younger people. The idea that Arts is a freer, more dynamic place, while often incredibly liberating can be used to excuse behaviour that is not excusable.	10/26/2017 9:44 AM
270	Put down to eccentricity. Reputation of organisation Female 'banter' is not challenged in same way	10/26/2017 9:41 AM
271	In fundraising their financial support can mean they go unchallenged.	10/26/2017 9:29 AM
272	Sometimes the behaviour is normalised. A woman is more likely to be ostracised for challenging it than the perpetrator.	10/26/2017 9:18 AM
273	One problem is that for every abuser, there are dozens who simply don't think the issue is serious. This means a person may not think they will get support if they challenge or report abusive or even belittling behaviour short of sexual abuse. This is partly an education issue. People don't realise the longterm psychological consequences for victims. Women are not taken seriously in the workplace in all sorts of ways. This can create an atmosphere in which abusive behaviour can be left unchallenged even by people who know it to be wrong. An abuser in a powerful position can make it clear that challenging their behaviour will have consequences for people's careers. If the abuser is high-profile, people who report them will also find themselves in the public eye, in spite of anonymity. All sorts of things could be said about them in the media.	10/26/2017 9:12 AM
274	In PR - maybe because it's felt that rebuking such an approach might lead to less favourable coverage or reduced coverage.	10/26/2017 9:04 AM
275	Concern about what a person in authority might think of you if you challenge their behaviour. Concern about how your career may be adversely affected if you challenge a person in authority. Being young and perhaps naive about what is actually going on and what is/is not acceptable. Accepting that the 'casting couch' is something everyone has to endure (although, with recent revelations, hopefully that will soon be a thing of the past).	10/26/2017 8:59 AM
276	The imbalance of power and the desire to "fit in "	10/26/2017 8:59 AM
277	I don't think that the arts are unique or, I would argue, the worst environment for this sort of behaviour to ripen. In my own experience working for an arts organisation I have never felt that I have experienced any kind of sexual harassment, though I have in other jobs, most astutely when I worked in a pub. I think in light of the Harvey Weinstein allegations, its important to look at the nature of the arts though, in particular I would say performance arts which is highly competitive and where I believe a lot of women feel insurmountable pressure to be a certain way to succeed. Men, such as Harvey, have physical, sexual and economic power over women, a triage of strength that makes him appear untouchable. I think the acceptance of this in the industry is really where the problem lies. Who is holding him to account? It goes unchallenged like other unethical behaviour because it is seen as part of the process of "breaking in" the industry.	10/26/2017 8:54 AM
278	brushed aside as being creepy, sexual harassment is such a normalised part of life that it gets brushed aside	10/26/2017 8:53 AM

## Sexual harassment in the arts

279	I worked for a Commercial Producer for 13 years and witnessed sexual harassment, bullying and intimidation on a near daily basis, the intimidation and aggression went unchallenged as the perpetrators were this that employed and owned the company, the person carrying out the sexual harassment as the Commercial Director who was also in charge of H &R, he was protected by the CEO / Owner of the company, to the point where he paid his PA £5000 to keep quite after an attempted rape following a night of drinks on the PA by the Commercial Director. I know of 3 other instances that he sexually harassed and groped women, 2 that I witnessed and another that is common knowledge in the West End amongst technical staff and management, I made a formal (verbal) complaint of 3 occasions to the Financial Director who brushed it under the carpet, from then on my emails were read and I was intimidated and build. I was seriously assaulted (repeatedly kicked in the head) at a work function by a drunken member of staff, the Commercial Director interfered in me trying to source a witness, directly telling them not to get involved, the employee who kicked me was allowed to leave and was given references by the company, the case went to court and he got off with a basic reprimand, it was never investigated and I was forced to leave, they withheld all holiday pay and 35 days and a full month wages and still 3 years later I wake up thinking about the situation, intimidation, bullying and aggression that I suffered.....the fact is one is intimidated and made out to be a troublemaker by standing up to protect others, I find it hard to get work since as I was not given references and know that they made sure my name was discredited.	10/26/2017 8:50 AM
280	Rape culture is prevalent in our society and women in particular are taught from a young age to accept sexual objectification as inherent to their gender.	10/26/2017 8:46 AM
281	On this particular occasion the management said they were sorry they couldn't do anything because this person held the purse strings. Not being believed or frowned upon by your other colleagues. Worried about losing your job and being branded in some way.	10/26/2017 8:42 AM
282	With regards Artists, some come with a well known 'reputation' this is widely tolerated and remains unchallenged. I am unsure if this is because artists are seen as somehow different to the rest of us therefore normal rules don't apply, or if these artists are perceived as difficult if they don't get their way. The mantra - 'must not upset the Artist!' is used frequently, without much thought for whoever the artist upsets.	10/26/2017 8:21 AM
283	There are a range of reasons - some are seen as hierarchical and than it is 'that person's quirk'	10/26/2017 8:18 AM
284	It is a struggle to get work anyways so people may not want to jeopardise that	10/26/2017 8:12 AM
285	It is to do with people in power feeling they are untouchable and can treat people the way they like and organisations enforcing that belief by not addressing the behaviour and in many cases rewarding it. Leaving the victims powerless.	10/26/2017 7:59 AM
286	In the arts everything is about power and there is this misbelief that sacrifice will lead to success. If someone speaks out about harassment usually the powerful position won't lose his privileges while the other part might gain a reputation for being complicated which is horrible.	10/26/2017 7:45 AM
287	A fear that speaking out will (a) brand one a pariah, (b) make one lose one's job, (c) create a reputation for being "difficult", (d) the victim fears not being believed, (e) the perpetrator is sufficiently powerful enough that even if the victim is believed, nothing will be done to the perpetrator as they are seen to be "worth" more to the organisation than the victim.	10/26/2017 7:32 AM
288	When Art Council England finds out it does nothing and just continues to fund the organisation saying they can get involved. It's not their job apparently.	10/26/2017 7:08 AM
289	Too few jobs, competition too high, leads to abuses of power and desperation.	10/26/2017 6:40 AM
290	The risk to one's career prospects are too great and Given the very uncertain nature of the profession, this is amplified.	10/26/2017 6:04 AM
291	with power they just think they are above policy.	10/26/2017 3:56 AM
292	Fear that if you speak up you will make a bad name for yourself and you will not find employment in the future	10/26/2017 2:37 AM
293	It's beyond the industry it is across all areas of society	10/26/2017 2:34 AM
294	Because it is often palmed off a joke or just talk. People don't take seriously that talk like that can and does offend and cause hurt and harm to those who have to listen to it.	10/26/2017 1:59 AM
295	Close, sometimes affectionate, working relationships, alongside a culture of work-related socialising, can blur the edges between appropriate and inappropriate behaviour	10/26/2017 1:26 AM
296	It is ingrained in the organisation, not seen as sexual harassment. Particularly use of language.. if it is highlighted it is mocked.	10/26/2017 12:46 AM
297	Some may see the individual as "creepy" rather than the act being harassment. Lack of education and understanding of harassment. Grey area between friendly convo and sexual harassment.	10/25/2017 11:20 PM

## Sexual harassment in the arts

298	I can easily imagine it would - jobs are not exactly plentiful and word of mouth can be powerful, especially when people are freelancing rather than employed. While that could work against the harrasser, more often people who have already been made to feel less powerful or respected feel like they shouldn't make a fuss or they might get a reputation for being difficult. It isn't how it should be but I think that is the reality of the situation at the moment. I have felt the same way about tackling other types of problems/issues with colleagues.	10/25/2017 10:46 PM
299	People do not want to affect their career prospects. The industry is small, people talk and no one wants to be known as the person who complained about 'X' or 'Y'. Also, artistic leaders, men in particular, are seen as infallible and genius. They can pretty much get away with anything and it gets explained away as eccentricity or a misunderstanding.	10/25/2017 10:16 PM
300	In the instance I am aware of, the perpetrator was in a position of power. The arts is a very competitive environment, so if someone seems to hold 'the key' to the success and furthering of the career of a younger individual, then they would be less inclined to report any incidents.	10/25/2017 10:04 PM
301	Because people don't want to talk about it so long as they get the job. Women aren't represented well generally in the media, with lower pay and having to sell sex to be successful.	10/25/2017 10:04 PM
302	In my experience, a Director reporting to a Board of Trustees had almost complete autonomy and was absolutely trusted by the Board. No other members of staff were allowed at board meetings or even had access to members of the board. Staff members who challenged or questioned him were sometimes made redundant. The Board never questioned this because he made it sound very plausible.	10/25/2017 9:52 PM
303	I think it is often expected, and among artistic projects, falls into a grey area of "artistic expression." An example: I was once cast in the role of an innkeeper's daughter, who flirts with a fugitive staying at the hotel. The director kept pushing my character further and further towards a prostitute. By the end of rehearsals the character was void of emotional depth, purely consisted of hypersexual tropes, even to the extent that the director decided to costume me in lingerie instead of the 1940's dress the costume designer had selected. When, during preview rehearsals, he would burst into laughter, point at me (in performance) and scream "WHORE" I decided it had extended far beyond artistic license. I told him this was not the role I had accepted, it was inconsistent with the text, and I no longer wanted to play the part. Later, the show's producer accused me of ruining the entire project, fired me from other contracts she had offered me, and began telling local major funders and producers that I was "unreliable." The director of the project was a gay man - in ways, that made it difficult to present the relationship as sexual harassment, rather than artistic choice. Many quietly questioned the decisions, but none openly. This is just one example. I had other instances, especially when playing ingenues, when other actors didn't seem to be able to discern the line between character and reality. They would touch me and attempt to kiss me off-stage and outside of rehearsals, in the name of "character development." In some instances of mutual consent, this can be a helpful dramaturgical process. But when both parties are not comfortable, or there are other nuances at play, it is extremely uncomfortable and the work - and artist's psyche - suffers. Often artists are pushed to "do whatever it takes" to get the work to shine. I wonder if this culture of ruthlessness permeates other aspects of organizational culture. Conversely, I have also been in positions where people have accused others of sexual harassment, who after investigation, were found to not have committed the acts accused. The people making accusations seemed to be doing so as an error-proof tactic to coerce a project or an organization for their individual ends. These kinds of claims in an environment that already struggles with a lot of grey area and ambiguity around conduct complicates matters even worse. It's frustrating and shameful to see legitimate concerns about sexual harassment ignored or silenced, and to see witch cries that are used for self-advancement gain a stronghold. In addition, in some instances, there is confusion about what is okay, and what is not. Is it okay to be flirtatious at a cast party or reception? Is it okay to make suggestive comments about a sexual character during or after a performance? What expectations do we hold for audience members? I stopped doing ambient performances after being groped and harassed at events produced by a spectacle production company. The ubiquity of these instances, and the clearly unhealthy way that sexual harassment is understood and addressed in the arts, leaves me questioning this field of work entirely. I love the work itself, and I am good at it, but the culture is almost intolerable. This doesn't even touch on the subversive sexism (as opposed to sexual harassment) that is rampant, and simply a different (and more insidious) manifestation of the same power imbalance.	10/25/2017 9:08 PM
304	It's the same reasons as any other walk of life: real or perceived power, explicit or implicit control over someone more junior, and nearly always men over women.	10/25/2017 9:08 PM
305	I have not consciously experienced or witnessed such incidents, but I am aware that they happen and have had tales of such experiences shared with me.	10/25/2017 8:54 PM

## Sexual harassment in the arts

306	within the expectation of creative openness and vulnerability to the artistic process the power dynamic can shift during the course of an ostensibly collaborative endeavour. The writer, or director or leading performer can exert authority and wield power at certain points in the process that is then covered by the generally accepted rule that it is all about making the 'best' show. The end justifies the means and the means is all too often at the expense of the most vulnerable in the room - often the most vulnerable member of a cast - often, a young woman.	10/25/2017 8:44 PM
307	If people feel intimidated or fearful for their job they might not report	10/25/2017 8:43 PM
308	Junior members of staff are aware of how hard it is to make a career in the arts industry and don't want to jeopardize their position by rocking the boat. There is also a culture of acceptance which leaves you feeling you need to accept it / laugh it off to fit in.	10/25/2017 8:32 PM
309	In many respects certain acts are not challenged as the perception is that it is not an act of sexual harassment.	10/25/2017 8:23 PM
310	In Theatre education there is an idea that people need to be liberated from their inhibitions, this can often involve people being forced to take part in activities that allow / encourage physical intimacy in the name of 'art' and also encourage or demand people to be naked for the same reason. These situations are often set up by teachers/directors and as people in charge they create the idea that this behaviour is normal and acceptable in the theatre both for those in the classes that go on to be actors and those that go on to be directors. This then creates the circumstances which allow that behaviour to happen in a professional arts setting and for both parties to some how accept it as 'normal' for that art form. So more needs to be done to look at arts education as well as the professional world that those educated eventually enter into.	10/25/2017 8:12 PM
311	competitive industry and aligns with the power and creative controls seen in the film industry	10/25/2017 8:11 PM
312	Because it is a hugely competitive and over-subscribed field so 'troublemakers' of any kind are penalised. The power is with the employers.	10/25/2017 8:09 PM
313	If the harassment was by an artist by instinct is that it might not be dealt with. Artists are viewed as more important than staff.	10/25/2017 8:05 PM
314	Sexism against women is mostly ingrained, normalized and society-wide. Even if people can get over that, they may still fear the hassle of reporting an incident, and the damage any fuss could cause to an already delicate career, and prefer to tough it out, or ignore the issue if happening to someone else. It takes a lot of guts and tenacity to stand up, especially alone.	10/25/2017 7:53 PM
315	In the cases I'm thinking of, both were between colleagues of fairly equal status and they weren't seen as sufficiently serious to take to any formal stage.	10/25/2017 7:47 PM
316	Often hard to define until the victim has had time away from the environment in which it is normalised	10/25/2017 7:19 PM
317	I've seen this go unchallenged from participants / audience members because nobody in the room knew how to handle it and / or because nobody dared call it out.	10/25/2017 7:19 PM
318	The show must go on!	10/25/2017 6:53 PM
319	In regards to above question #6- it went unchallenged because i was 26, in a new director position and thought I had to go along to get along. I also didn't know what the org's tolerance was for this or even the words to communicate that it happened. I questioned whether the board member (married) was flirting or seriously propositioning me. Looking back though, the fact that the board member's hand was on me several times confirms that it was.	10/25/2017 6:47 PM
320	Because organisations are worried about working partnerships with other organisations - they don't want to jeopardise valuable relationships.	10/25/2017 6:39 PM
321	Because people are generally too embarrassed to say publicly what everyone knows about certain men in senior positions. And also how would that make a difference? It all depends on the women who get harassed or abused having the courage and ability and support to make a complaint that is heard, respected, taken seriously and acted on. We all know until very recently that was extremely unlikely to happen. Senior people including boards and Arts Council have turned a blind eye too... it has been going on for years. The same silence and lack of systems and action surrounds all differences to what Grayson Perry calls Default Male including disability and mental distress.	10/25/2017 6:38 PM
322	see.9.	10/25/2017 6:34 PM

## Sexual harassment in the arts

323	In the first instance there is still inequality of power between men and women, most arts organisations are headed by men in the most senior positions, yet run by women in the positions that sit one step below. Eg I rarely find organisations that are run by women who are joint artistic directors and chief executives. I work in a very small sector so there is often a conflation of personal and work life, 'networking' implies having to 'be friends' with people, and cultivate not just professional but also personal relationships. There is a lot of pressure to 'please' and be nice to people to receive support for projects, sometimes I feel this is given more merit than judging artistic quality. The power relationships between producers/festivals/venues and artists is becoming increasingly uneven, putting artists on the backfoot so there is a reluctance to speak up about inappropriate behaviour.	10/25/2017 6:27 PM
324	Talent is often associated with out of the box thinking, creativity, behavior. That might be why these acts are labeled as merely excessive and seen as associated with talent. And tolerated. Although, positions of (economical) power are mostly occupied by men, which create a direct dependency of women and makes it hard to fight abuses.	10/25/2017 6:26 PM
325	There is a culture of 'banter' especially within technical teams. To not go along with it or be 'flattered' would make working with the team awkward and uncomfortable because it would be perceived that the person who has been harassed is too uptight	10/25/2017 6:03 PM
326	I don't know if it's different in the arts than any other industry - but there is certainly lots of potential for professional boundaries to be crossed. Sometimes, as a woman, you are left confused, feeling as if it were your fault somehow. It's an awful feeling. I have been propositioned, managed to duck an attempted kiss from a boss, etc. etc. But I have also been groped on public transport and sexually assaulted in the lobby of my block of flats. It's endemic in society. I think there are just more opportunities in the arts to exploit it.	10/25/2017 6:03 PM
327	Can't be rude to audience members when performing even if they are harassing you- have to remain professional and smiling	10/25/2017 5:57 PM
328	Where the culture of an organisation simply accepts it. Try working in DJing, and live music. The experiences of females is very different to that of males.	10/25/2017 5:55 PM
329	f	10/25/2017 5:50 PM
330	I think that it is a difficult area. I have experienced behaviour that could be seen as derogatory to myself or other people of my gender. This gender being in a minority within the varied arts organisations I have worked for. Being called " Darling." "Sweetie," "Lovely" and " Honey" by a number of peers or individual of seniority or others in positions of power. Also jokes and remarks concerning my gender being in a minority in these varied arts organisation settings. ( which it is) Though I often feel that the expectation from those people is I take this behaviour on the chin. I myself would never make such remarks regardless of any ones gender in the work setting I was in. Sometimes I have felt at times that such behaviour ( Whether these individuals are aware of the impact of it as such- ie it unconscious bias or deliberate) was to put me in " my place." I feel that this imbalance of gender is the root of why such pernicious behaviour goes unchallenged.	10/25/2017 5:41 PM
331	People who have or are perceived to have power and influence are at times put on a pedestal or are feared ...due to possibilities of unpleasant repercussions...humiliation.....being attacked verbally, legally or even physically..or being sacked or losing opportunities and 'friends' if a person decides to challenge bullying and /or sexual abuse. This goes across the board	10/25/2017 5:40 PM
332	Most experiences I'm aware of have been left unchallenged because it occurs early in a person's career - people have told me they worry they won't get their "break" if they say anything. This is particularly common when people have been working with prominent directors/people in industry. There seems to be a culture of "keep quiet or you will never work in this industry again".	10/25/2017 5:29 PM
333	Because she needed the job.	10/25/2017 5:26 PM
334	I do not think the arts are a special case. I think the reason sexual harassment goes unchallenged is because there is usually a lot at stake for the woman or man who has to challenge it. We need assertive language and collegiate practices to be much more widely used.	10/25/2017 5:21 PM
335	Men are entitled to belittle women and enjoy doing so, frequently using sexual behaviour. The men in this organisation whilst in lowly positions have been here longest. The art workers are on short term contracts and are worried that to cause trouble will mean their contracts are not renewed. The trustees are inactive, old fashioned and uninterested.	10/25/2017 5:18 PM

## Sexual harassment in the arts

336	In my case, I was shocked by the situation. I didn't really know how to react. I was cornered in a supply closet and kissed by the same man twice on the same day. It was very unexpected and I didn't know how to process it. I didn't feel in danger exactly because there were other people nearby. It also felt like an awkward guy not knowing how to tell a woman he liked her as opposed to an attack. I also knew that I was moving to another town soon and would likely not see him again so I just left it. Now I wonder if I should have said something because he may try something like this again with someone else and it is wrong and inappropriate. I wonder if I have a responsibility to have gone public with this experience, to correct and protect? Or, is it okay I kept this to myself? Now I feel pressure to talk about and report it and other incidents like it. Incidents which I feel most women and many men have experienced.	10/25/2017 5:17 PM
337	Because Artistic directors are seen as too "BIG" to tackle and Boards don't have the skills or courage to.	10/25/2017 5:10 PM
338	It's a small world and so many jobs come via positive word of mouth that you don't want to become known for raising sensitive issues.	10/25/2017 5:02 PM
339	Yes, people don't want to loose their jobs by raising it and there often isn't the support there.	10/25/2017 4:46 PM
340	There is a significant problem in the arts in general with 'the genius gap' - the idea that the prototype of a genius is a (usually white, usually middle-aged) man rather than a woman, often dismissed as 'socially awkward' and often allowed to go unchallenged in any anti-social behaviour including harassment because he is operating on a higher plane... This inherently creates a power imbalance between men and women, because it gives men the status and the sense of impunity, whilst women are viewed as the 'secretary', subordinate types, even when they're in a position of artistic seniority. Far too often there is a cult of personality surrounding these 'geniuses' which makes people afraid to speak out and which enforces the behaviour of the people enacting it. The 'boys club' of leadership in the arts may be eroding, but not quickly enough to prevent ongoing instances of sexual harassment and more general gender inequality.	10/25/2017 4:43 PM
341	Not viewing female complaints as hysterical or unfounded	10/25/2017 4:36 PM
342	Male dominated environment	10/25/2017 4:34 PM
343	Because freelance people are afraid they will never get any work again. I am female and have been repeatedly told by other more senior women that they can't introduce me to particular directors because the directors are gay and 'only want young men round them'. The only major directors who have paid any attention to me are the ones who have tried to sleep with me. I am an award winning emerging director so clearly this is NOT a reflection of my abilities. I have never said anything and never will publicly because unfortunately I desperately need these directors support in order to progress in my career.	10/25/2017 4:33 PM
344	Performing artists are very vulnerable to word of mouth reputation, and to the prospect of invitations to perform. When a young woman gets the opportunity to play a concerto with a famous conductor and then is asked to join the after concert party and then is asked in front of the table of men to go up to the conductor's hotel room with him or she'll never play again, it causes great fear. She was a scholarship student at a well-known conservatory at the time. The school was featuring this famous conductor. She was the winner of their competition. The conservatory had no one and no system in place to address sexual harassment or misconduct. The young woman did not know of anyone at the school who would listen or care about her story. The rampant sexual harassment that was going on in virtually every department was never challenged by anyone in the administration. The conservatory is [REDACTED] [REDACTED] The harassment I am describing was with a famous [REDACTED] conductor who is a known Harvey Weinstein. No one has every said a word about how hideous and intolerable this behavior is. This happened in the past 5 years. Not decades ago.	10/25/2017 4:30 PM
345	In my early career (aged 25) I did challenge one serious incident (sexual assault by my manager) with the assistance of my union, supported by another victim (his PA). My challenge was dismissed by his managers within the local authority and was not pursued because I was told "why would you want to ruin his life? He's got a lovely wife and children". It was treated as a personality clash by the authority and I subsequently took a job in another authority. He continued assaulting other junior members of staff unchallenged.	10/25/2017 4:28 PM
346	It is supposed to be a liberal world that prides itself on tolerance and equality, when, in reality, women are still seen as sexual objects and at the bottom of the pile. Old Hollywood is still old.	10/25/2017 4:25 PM
347	Pressure of "If I make a fuss, I may not get another job with this organisation/company" Actors are very often at the bottom of the food chain and so any kind of complaint can result in the label 'troublemaker' - therefore not worth it.	10/25/2017 4:24 PM

## Sexual harassment in the arts

348	In addition to the power dynamics, the boundaries around what is warm behaviour or natural closeness in a collaborative working environment and what is inappropriate or presumptuous intimacy are sometimes blurred so women are unclear when to give clear signals to say stop, this is not right. Also in the world of fundraising or high level hosting women are often put in position of professionalising tolerance of comments and borderline inappropriate touching because they feel they can't offend important contacts. Many women learn to literally dance around these near-indiscretions.	10/25/2017 4:24 PM
349	Because there are a lot of freelancers and no singular organisation which allows the education of what is best practice in creative industries and what is wholly inappropriate.	10/25/2017 4:23 PM
350	It's part of the everyday fabric of women's lives. It's an uphill battle that we will constantly be fighting to be taken as seriously as the men in the sector.	10/25/2017 4:22 PM
351	People who work as freelancers or contract by contract for fixed terms are very vulnerable to the whims of the most powerful individuals within their industries. There are many people working within my field who for various reasons, I believe shouldn't be there. Sometime because they are crooks, sometimes because they are incompetent, sometimes because they treat others inappropriately. There doesn't seem to be any adequate mechanism in existence to challenge them.	10/25/2017 4:22 PM
352	I think the element of surprise plays a big part in not challenging harassment, as well as the fear that people will not believe you, or that the offense is not serious enough.	10/25/2017 4:21 PM
353	In one instance I tried to report the reason for inaction was that a racialized perpetrator 'had enough to deal with'.	10/25/2017 4:19 PM
354	It is part of "jokey" office culture.	10/25/2017 4:17 PM
355	Fear that 'artistic' behaviour was being challenged.	10/25/2017 4:17 PM
356	As a predominantly freelance industry, there is no HR in place, and no specific body to report to. Raising with an employer that has contracted you for a brief period, or as is often the case with an employer that you haven't had a contract for, is seen as unsafe territory for future employment chances	10/25/2017 4:16 PM
357	I believe it is because there is not the career longevity for women which if there were would end up in there being enough older women around to protect the vulnerable younger women, advise them, warn them, protect and inspire them. Certainly this is particularly true about the acting workforce where more actors are employed than actresses, and the actresses who are, are predominantly young and decorative. The arts are dominated by men and they have the power. Performers are freelance and very vulnerable, desperate not to cause offence.	10/25/2017 4:16 PM
358	Any 'glamorous' industry where 'getting on' is about personality, rapport and unquantifiable selection process (auditions are 'taste' based for example) opens itself up to this kind of abuse. British Gymnastics has recently had similar problems, the BBC has - all institutions in the arts, media, sport, or any industry that is highly competitive will be open to this kind of abuse. I do not believe the arts is any worse than any of these industries, however more structures can be put in place - especially for freelancers. All Equity deputies should offer actors the policy on the first day of work with a clear reporting structure.	10/25/2017 4:15 PM
359	The main reason is because the seniority and reputation of the perpetrator, and many people don't report the harassment because they know this.	10/25/2017 4:15 PM
360	Because of a lack of resources. I work in arts charities, over the three organisations I've worked with, none have an HR department or anyone between the CEO and Chairman to disclose or discuss anything with.	10/25/2017 4:14 PM
361	often carried out by people who know their commercial value for the organisation they're employed by (e.g. West End producer), so they think they can get away with it - and they do. I know of at least two instances where 'lowly' performers/stage managers were told there was no point complaining as they wouldn't get anywhere against the word of a star.	10/25/2017 4:12 PM
362	Because [REDACTED] is a bad person.	10/25/2017 4:11 PM
363	I might be being naive but I feel that it is uncommon and therefore takes people by surprise. I was previously a teacher and there was more sexual harassment in the secondary school I worked in.	10/25/2017 4:09 PM
364	Fear of losing a job Power relationships Culture of permissibility – as in, the arts are a place where 'normal' ways of working don't apply.	10/25/2017 4:08 PM
365	The arts is a hugely competitive sector which is hard to break into this enables people in positions of power to get away with sexual harassment because the fear of reprisal is too great.	10/25/2017 4:07 PM
366	Shame and fear of career suicide	10/25/2017 4:06 PM

## Sexual harassment in the arts

367	The boundaries seem blurred,	10/25/2017 4:05 PM
368	See previous answer, cultures of leading, 'forgiving' male artistic leaders as it is part of their 'maverick' character.	10/25/2017 4:05 PM
369	Power, influence, social strata and class, gender and race are all key factors in why things go unchallenged. The arts is full of people for whom "no" is never something they have ever heard or had to deal with.	10/25/2017 4:05 PM
370	The perpetrator is often in a position of power/seniority, and their behaviour goes unchallenged because victims are worried about potential damage to their careers, which may occur if they speak out.	10/25/2017 4:01 PM
371	I don't think it does in the theatre sector. Nobody puts up with that shit nowadays	10/25/2017 4:01 PM
372	Board members assuming that, because there is physicality in the workplace (ballet), it is acceptable to touch.	10/25/2017 4:00 PM
373	would have been left unchallenged by management had i not flagged it as totally unacceptable.	10/25/2017 3:58 PM
374	Same reasons as anywhere else - perceived power, career opportunity, lack of confidence, fear of not being listened to or believed.	10/25/2017 3:58 PM
375	Fear of not working again - complaining about someone who is respected and/or powerful, or has powerful allies means you probably won't work again.	10/25/2017 3:57 PM
376	The uncertain nature of freelance employment	10/25/2017 3:56 PM
377	Fear of losing jobs/not being considered for jobs	10/25/2017 3:56 PM
378	Because the "genius" of an artist and their creative worth to an organisation is seen as an important factor.	10/25/2017 3:54 PM
379	In my experience it's because HR and/or senior management will do nothing. They'd rather ignore it and hope the problem or the victim goes away.	10/25/2017 3:52 PM
380	I think there is a belief that when you work with "creative types" harassment is just a hazard of the job. Many small-scale arts organisations do not require HR depts because of their size and there is an unspoken rule that you don't want to make a fuss because job security is not guaranteed. A former manager of mine once said to a coworker who disagreed with his demeanour "where else are you going to go?" I have witnessed managers fly off the handle, and be extremely personal and nasty in a way that in hindsight was abusive. It makes for a toxic work environment and means that power is always balanced in their favour. I think the industry has so few checks and balances that people don't want to step out of line, in case they are branded an outcast.	10/25/2017 3:52 PM
381	power disbalance between men and women. women are vilified, even if it the man who has approached her. you become scared of becoming outcast.	10/25/2017 3:50 PM
382	women are supposed/presumed to find it flattering to be approached by a powerful and famous artist and the assumption is that you will be interested and fancy them....	10/25/2017 3:50 PM
383	Because it's a small sector and there is fear of being identified as being 'awkward' or 'difficult'. Fear of your reputation being about what someone did to you and not based on your actual work.	10/25/2017 3:50 PM
384	it's about power it's about how we view "genius" and all of us believing that artistic geniuses and temperaments are not normal, are unconventional, are not weighed down by social mores and restrictions etc - - and that to an extent most people in the arts see themselves as such, and that includes being sexually liberated - we must understand that this does not mean that sexual harassment etc is ok.	10/25/2017 3:50 PM
385	We as female dancers, singers, and performers are often desperate for work. Men are in the most part holding the senior artistic positions, composers, directors, conductors and choreographers, and we try to give them what they want - the relationship between performer and director is very much like that, and so there is an inbuilt imbalance of power. The serious incidents of sexual harassment I am talking about here happened with a male choreographer, and a male conductor.	10/25/2017 3:49 PM
386	The same as in other organisations - fear of recriminations	10/25/2017 3:48 PM
387	Fear of Reputational damage to the arts organisation	10/25/2017 3:48 PM
388	At the theatre you are not always sure where is the border between having fun with innuendos and harrasing. For a long time it may be ok until one time when your participating in sexual bantering is taken as invitation.	10/25/2017 3:48 PM
389	Because of seniority. Loss of job. Loss of reputation.	10/25/2017 3:45 PM



## Sexual harassment in the arts

390	Because it's rotten from the top down.	10/25/2017 3:42 PM
391	People wishing to further their careers	10/25/2017 3:42 PM
392	Sexual Harrasment goes unchallenged because people don't want to be scrutinsed for a 'cause' or reason for it happening. It is often also directed at young people who are less confident in speaking out. I think it is easy to brush off feelings of discomfort in environment with a lot of flirtation and tell yourself you need to be more 'grown up'/easy going when you are younger.	10/25/2017 3:42 PM
393	Fear; Unknown territory Lack of maturity and experience	10/25/2017 3:41 PM
394	Firstly, because it is difficult to challenge in any context, including any work context, because it is endemic and normalised; Second, because status in the arts can be influenced by very subjective factors, such as confidence, connections ('old boy' networks) and because there remains a stereotype of the footloose (male) artist; Third, because success often depends on the ability to work unpaid for long hours which is less available to women with children or other caring responsibilities - women generally receive and/or feel entitled to demand lower pay than men - and one's status and consequent respect suffers; Fourth, arts often depend on teamwork, which is challenging and sometimes 'edgy'. It is tedious and destabilising to take on the role of challenging discrimination in a team of supposed peers. Lastly, because we are all desperate to scrape a living through our creativity, and so vulnerable to destructive behaviours (ours and others').	10/25/2017 3:41 PM
395	At the time not realising - when you have a job to do, you do it and don't really focus on it as there may be other priorities. When you get home, when you finish a project, when you think more about the situation - it could be then that you realise it was harassment.	10/25/2017 3:40 PM
396	In the specific area of Classical Music, I can safely say because it is such a small, restricted community with tight and obscure bonds between artists/organisations. No one (including myself) has the courage to defy this rigid and antiquated system.	10/25/2017 3:39 PM
397	In my opinion, the fact that men have senior positions in cultural/artistic environments leave the majority of women who work in lower positions with little opportunity to report or challenge certain behaviours, comments or actions.	10/25/2017 3:38 PM
398	I think sexual harrassment in the workplace is simply a physical expression of the sexual inequality that happens in the arts and across all of society. Aside from the potential and extreme distress caused, I do not necessarily see sexual harrassment as being that different from the gender inequality and the lack of confidence women have generally to empower them to demand to be paid and treated equally. Sexual harrassment and gender inequality may go unchallenged in environments that are still run by men in positions of power and so fear of dismissal and ongoing poor treatment/punishment/further reduction of power etc will stop challenges being made.	10/25/2017 3:37 PM
399	Human resources management in the arts is generally significantly behind that of many other sectors. I think that a lot of issues around sexual harassment are not dealt with for the same reasons why diversity and inclusion initiatives are not making the progress that they should. Funding and budgets are limited meaning that HR departments are small and often overstretched. Promotions and career progression are largely personality based, and appointment processes are not clear or properly monitored. Organisations are sprawling and consist of multiple organisational cultures, without any unifying HRM presence. Issues like this (or, indeed, HRM and administration generally) are always deemed 'less important' than artistic output, with people speaking up often viewed as trouble makers. Across the arts there are visibly few consequences for people committing sexual harassment, so why would people take the risk of speaking out?	10/25/2017 3:36 PM
400	Low level sexual harassment (lewd jokes, suggestive comments, inappropriate touching) is kind of seen as the norm, particularly in theatre, so is often unchallenged for fear of appearing difficult to work with.	10/25/2017 3:30 PM
401	Possibly because it is generally a liberal environment, where people are free to behave as they wish and there is generally an awareness of politically correct behaviour, but in practise women are thought of as secondary to mens' activity and thought to be in support or decorative roles.	10/25/2017 3:24 PM
402	not rocking the boat when it comes to facilitating artistic "genius" with the excuse that it might affect the quality of the art if the offender throws a tantrum because they've been called out	10/25/2017 3:23 PM
403	As well as issues of seniority and/or artistic reputation, arts organisations are often underfunded and overworked. Particularly in the cases of 'less serious' incidents victims might not report due to worrying about job security as well as simply being too busy. They might feel that the moment has passed by the time they are able to report it or that they will not be taken seriously if they haven't reacted immediately. Management might sweep incidents aside, or feel the issue has blown over before they have been able to address it - as with many HR issues which aren't always prioritised as they should be.	10/25/2017 3:23 PM

## Sexual harassment in the arts

404	Power over career progress.	10/25/2017 3:21 PM
405	As in any situation in work or life, there are people in power and their unacceptable behaviour is overlooked, ignored and in some instances encouraged for many reasons. Because people are uncomfortable with confrontation. Because the person(s) involved have more power and people are afraid to lose their own positions. Because many workplaces have a longstanding atmosphere of harassment and people don't want to be seen as boring or prudish or a spoil sport. Because there is a perception that creativity can involve unusual or outlandish behaviour and so things like inappropriate comments or actions should be left unchallenged so as to encourage the artistic output.	10/25/2017 3:17 PM
406	It is considered a 'luxury profession', a difficult profession to enter, therefore once in people will turn a blind eye to unacceptable behaviour in order not to be rejected and/or alienated.	10/25/2017 3:13 PM
407	A phrase that springs to mind is "he's just like that"..... It's regarded as a personality trait rather than one person demeaning another Seniority is another thing. Sexual discrimination is rife amongst older artists. Accepted almost	10/25/2017 3:12 PM
408	Seniority of perpetrator. Not wanting to cause a fuss. Knowledge of the perpetrator's reputation of being a bit of a lech.	10/25/2017 3:10 PM
409	Because of fear that it could impact on the continuing employment prospects of the more junior member of staff who has been harassed.	10/25/2017 3:09 PM
410	Potentially when the perpetrator is a funder or donor.	10/25/2017 3:07 PM
411	In my experience the harassment went unchallenged because of either fear or frustration that it wouldn't make any difference anyway. My colleagues and I were aware that direct challenges had been made previously and that these had never resulted in any action. Those who made challenges were then subject to aggressive behaviour by the perpetrator and a severe lack of support from other members of senior staff and so left the organisation. I reported my feelings about the behaviour to senior staff on numerous occasions and was simply told they 'won't change', 'if you can't cope it's better to leave' and 'it's just the way [they] are'. After a while you just give up fighting it and either accept it or leave.	10/25/2017 3:05 PM
412	It's all about power, systemic misogyny and social embarrassment. Blurred lines in rehearsal, long hours and mental stamina. In offices it can be an intimidatory culture and senior women of a certain generation are often as bad bullying in other ways. Lack of accountability is a huge problem.	10/25/2017 2:55 PM
413	There's no belief that we will be heard. I am aware of a woman who was accused of libel and threatened with a counter-suit. She was told to "cease and desist" her accusations by a very senior manager. Having seen that scenario I'd be very unlikely to challenge/report now.	10/25/2017 2:54 PM
414	Complications arise due to some artists being more successful, so they feel they can be unpleasant to younger or less well known artists	10/25/2017 2:53 PM
415	The background radiation that is patriarchy.	10/25/2017 2:49 PM
416	People are in the position of wanting work and wish not to create difficulties that might label them as 'trouble'.	10/25/2017 2:49 PM
417	It's the same in any situation, the perpetrator is in a position of power, they have people around them who will protect them. The victim won't be believed and if anything is said life can be made difficult for them, including losing a job.	10/25/2017 2:49 PM
418	People might consider the arts to be a more relaxed environment where the boundaries between personal and professional are more blurred than in more formal environments.	10/25/2017 2:47 PM
419	As with all other industries, where people are desperate to cling on to work in a competitive environment, there is the risk of being taken advantage of, or to witness but not challenge harassment or inappropriate behaviour	10/25/2017 2:35 PM
420	Fear or not being believed, dismissal, repercussions in terms of being treated differently / adversely	10/25/2017 2:34 PM
421	It's the same as in any situation the perpetrator is in a position of power, the victim won't be believed and life can then be made very difficult for them.	10/25/2017 2:33 PM
422	Power and collusion of senior management	10/25/2017 2:30 PM

## Sexual harassment in the arts

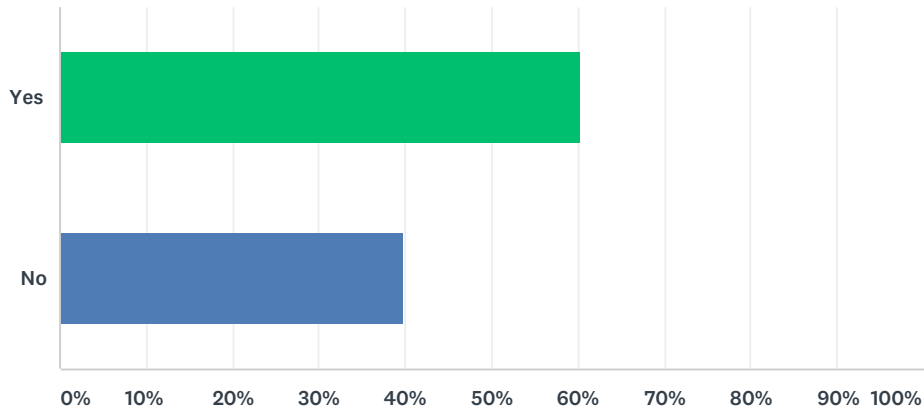
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423	Arts projects depend upon people being able to build relationships rapidly. The cohesion of the group is vital for success: if you complain against someone in that situation then you are not only souring relationships within the group but threatening the success of the project as a whole. That's why we're under pressure to ignore harassment. Those relationships carry on as word-of-mouth affirmations after the project finishes, in the form of informal phone calls between artistic team members. If you antagonise someone at the top of the food chain by rejecting their advances, you risk damaging your career. Predators know this.	10/25/2017 2:29 PM
424	People are often scared to speak out as those in authority are the people abusing power and there is no one else to escalate to	10/25/2017 2:19 PM

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### Q8 Have you ever personally been subjected to any form of sexual harassment while working for or with an arts organisation?

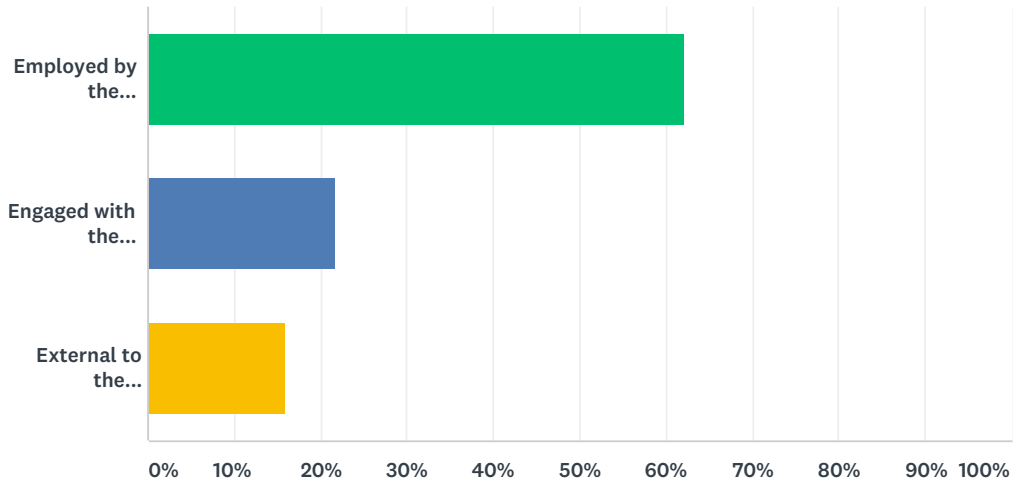
Answered: 785 Skipped: 795



ANSWER CHOICES	RESPONSES	
Yes	60.25%	473
No	39.75%	312
TOTAL		785

### Q9 Was the person responsible for this...

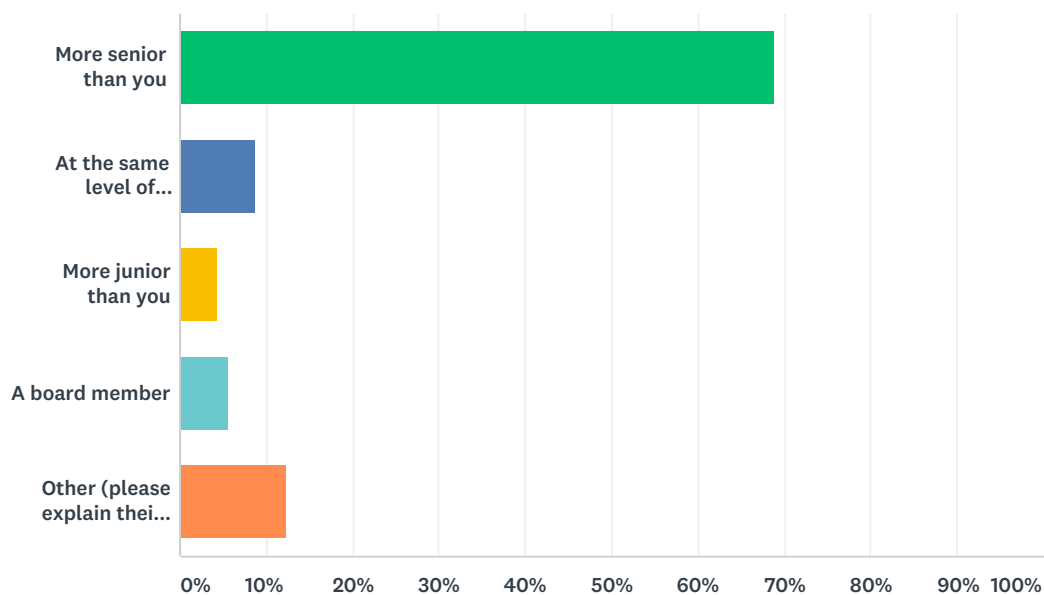
Answered: 444 Skipped: 1,136



ANSWER CHOICES	RESPONSES	
Employed by the organisation	62.16%	276
Engaged with the organisation contractually	21.85%	97
External to the organisation	15.99%	71
TOTAL		444

## Q10 And were they...

Answered: 446 Skipped: 1,134



ANSWER CHOICES	RESPONSES
More senior than you	68.83% 307
At the same level of seniority as you	8.74% 39
More junior than you	4.48% 20
A board member	5.61% 25
Other (please explain their status in relation to the organisation)	12.33% 55
<b>TOTAL</b>	<b>446</b>

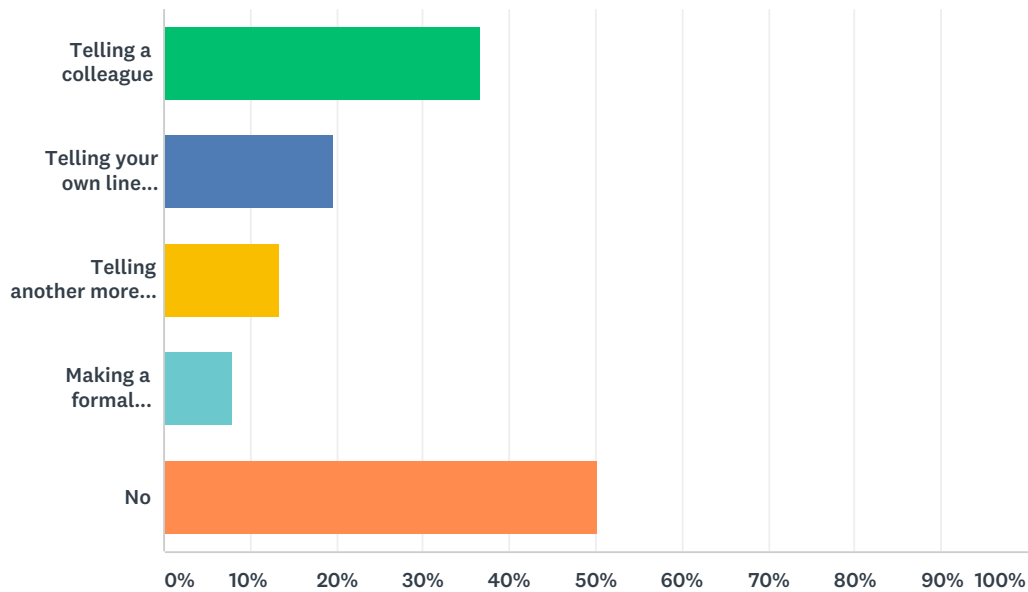
#	OTHER (PLEASE EXPLAIN THEIR STATUS IN RELATION TO THE ORGANISATION)	DATE
1	Conductor	11/14/2017 9:07 PM
2	we were seeking advice from a senior arts worker	11/14/2017 4:28 PM
3	They were staff, I was freelance	11/14/2017 9:41 AM
4	Audience	11/13/2017 9:42 PM
5	Professor at my art school when I was getting my BFA	11/13/2017 5:16 PM
6	Guest	11/13/2017 3:19 PM
7	a visiting artist	11/13/2017 2:03 PM
8	Participant in activity I was organising.	11/13/2017 1:53 PM
9	A client of my organisation	11/13/2017 1:51 PM
10	I	11/13/2017 1:44 PM
11	A volunteer	11/13/2017 1:43 PM
12	Visiting artist	11/13/2017 1:31 PM
13	More senior, customers, contractors	11/13/2017 1:15 PM
14	Someone we were lodging with in an off site situation	11/13/2017 12:56 PM
15	Advisor to a board	11/13/2017 12:38 PM
16	Former staff member who appeared to wield influence and a journalist	11/12/2017 8:31 PM

## Sexual harassment in the arts

17	member of the public	11/10/2017 2:03 PM
18	customers	11/10/2017 1:21 PM
19	course participant	11/10/2017 10:42 AM
20	guest	11/8/2017 12:43 PM
21	They were an artist and I was in admin	10/29/2017 10:03 AM
22	a patron	10/27/2017 1:43 PM
23	A writer I was interviewing for a newspaper	10/27/2017 12:12 PM
24	He was an actor, I was an usher.	10/26/2017 10:30 PM
25	More than one of the above - one a board member, one an external supplier	10/26/2017 8:19 PM
26	Contracted artist	10/26/2017 6:42 PM
27	All of the above	10/26/2017 3:53 PM
28	more than one	10/26/2017 3:49 PM
29	casual staff	10/26/2017 12:53 PM
30	An actor employed for a show, whereas I was an office worker	10/26/2017 11:21 AM
31	It's happened twice - once from a Chair of a well-known London based choir, and another time from a Vice President of an organisation.	10/26/2017 1:35 AM
32	It did not happen in the organisation. I am a musician who works on their own.	10/26/2017 1:09 AM
33	Executive and Artistic Director	10/25/2017 11:21 PM
34	CEO/Artistic Director and Board	10/25/2017 10:37 PM
35	Talent/cast member/star of the show	10/25/2017 6:55 PM
36	He was the director	10/25/2017 6:27 PM
37	A visiting actor at a receiving theatre	10/25/2017 6:22 PM
38	Audience member	10/25/2017 5:58 PM
39	The patron and figurehead of a charity from an arts background	10/25/2017 5:44 PM
40	Client	10/25/2017 5:39 PM
41	Chief of the board	10/25/2017 4:47 PM
42	L	10/25/2017 4:35 PM
43	Conductor and teacher	10/25/2017 4:31 PM
44	I have been harassed by 2 senior managers and by a board member	10/25/2017 4:29 PM
45	A member of a ballet company playing in the same theatre in the evening (I was in a daytime show)	10/25/2017 4:26 PM
46	Audience member, in the bar	10/25/2017 4:11 PM
47	Actor	10/25/2017 4:07 PM
48	friend of boss	10/25/2017 3:51 PM
49	important artist working in the organisation under short term contract	10/25/2017 3:51 PM
50	member of public in venues	10/25/2017 3:41 PM
51	Respected and well known composer/artistic director	10/25/2017 3:40 PM
52	"star" actor	10/25/2017 3:24 PM
53	Consultant employed by the Director	10/25/2017 3:16 PM
54	A donor	10/25/2017 3:08 PM
55	M	10/25/2017 3:04 PM

### Q11 Did you make your employer aware of the problem by doing any of the following? (Tick all that apply)

Answered: 449 Skipped: 1,131

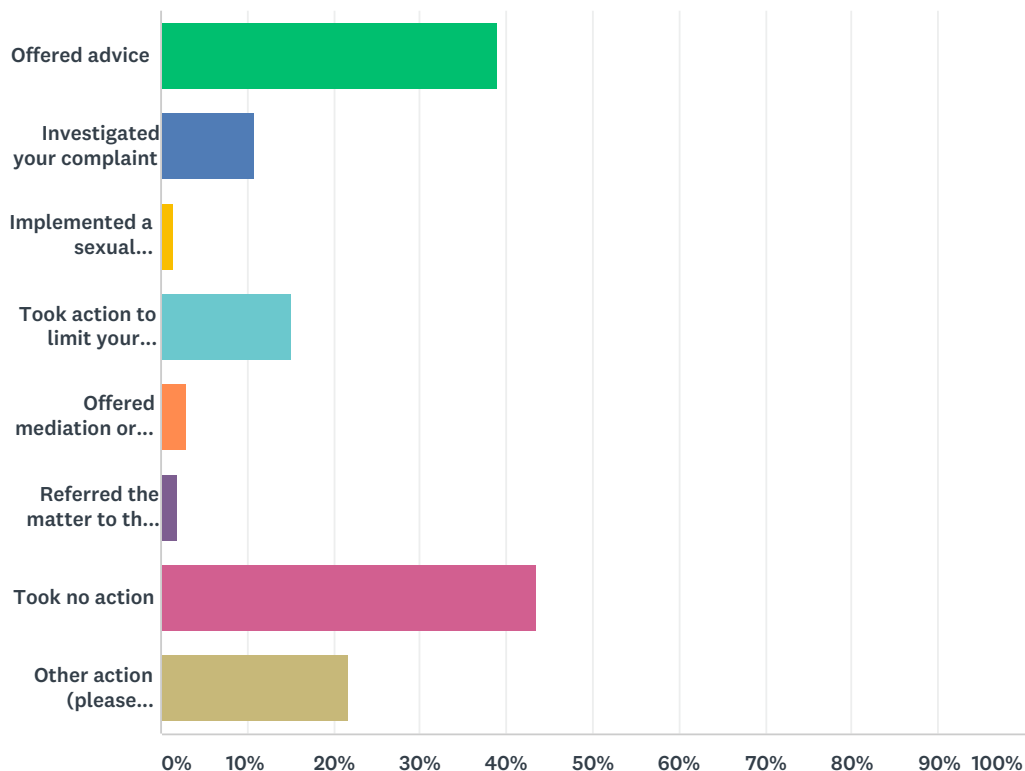


ANSWER CHOICES	RESPONSES	
Telling a colleague	36.53%	164
Telling your own line manager	19.60%	88
Telling another more senior manager	13.36%	60
Making a formal complaint	8.02%	36
No	50.11%	225
Total Respondents: 449		



## Q12 What action did they take? (Tick all that apply)

Answered: 211 Skipped: 1,369



ANSWER CHOICES	RESPONSES	
Offered advice	38.86%	82
Investigated your complaint	10.90%	23
Implemented a sexual harassment policy	1.42%	3
Took action to limit your professional contact with the perpetrator	15.17%	32
Offered mediation or counselling	2.84%	6
Referred the matter to the police	1.90%	4
Took no action	43.60%	92
Other action (please explain)	21.80%	46
Total Respondents: 211		

#	OTHER ACTION (PLEASE EXPLAIN)	DATE
1	The coach in question did not have his contract renewed. My complaint was one of many	11/14/2017 8:57 PM
2	Ceased artistic involvement with the person in question.	11/14/2017 6:34 PM
3	My chief exec reported the incident to the Arts Council in the hope they would deal with it. Nothing further happened.	11/14/2017 6:19 PM
4	Went to counsellor themselves, telling my story without mentioning my name, to receive advice for themselves and for me on how to take action and what that would mean.	11/14/2017 5:29 PM
5	advised that "that's the way the world works" and I should learn how to take advantage of it	11/14/2017 4:33 PM
6	Told me to avoid being with him alone, to always take a second person with me. Ie making the solution my problem, rather than addressing the inappropriate behaviour with him.	11/14/2017 3:11 PM
7	Moved me to another department, I felt I was being blamed for his behaviour.	11/14/2017 1:04 PM

## Sexual harassment in the arts

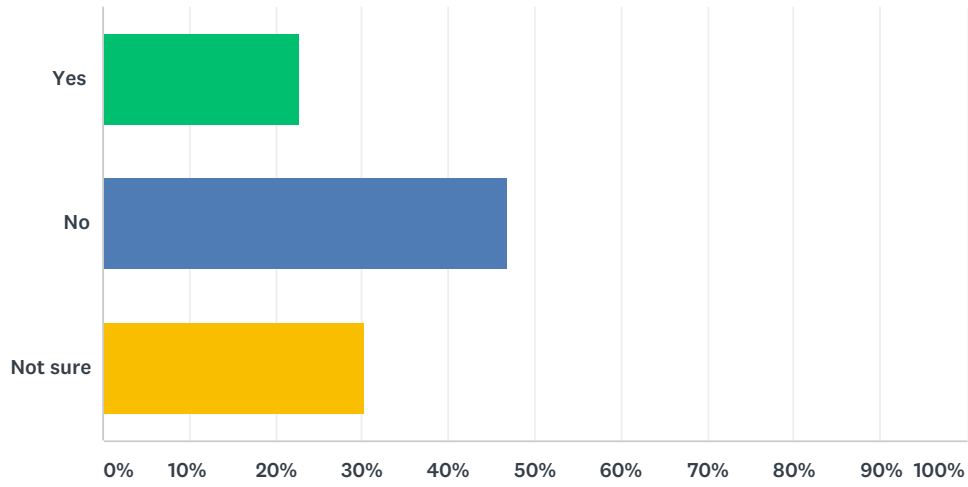
8	They informed the abuser that I had informally reported him, and had detailed the abuse to them, and apparently he was surprised and sorry that I felt that way. That was it, to my knowledge.	11/14/2017 12:32 PM
9	Spoke to his line manager to tell them what had happened in case others had had similar complaints (this was all I wanted to happen)	11/13/2017 9:15 PM
10	Refused to believe me and said "there's no way they could comment either way"	11/13/2017 5:29 PM
11	Told me I must have given the wrong impression.	11/13/2017 5:17 PM
12	offered to take action but I said it didn't matter	11/13/2017 2:04 PM
13	Said they would do something about it - I never heard back. I felt the man should be banned from going into the establishment again. But, who knows what happened?	11/13/2017 1:56 PM
14	I played it down as the person concerned was already at risk of losing their job and genuinely oblivious to the fact his comments were inappropriate and NOT a compliment.	11/13/2017 1:55 PM
15	Asked to apologize for blaming her husband for recurrent sexual harrassment. I quit a week later with no job prospect. She then gave me a negative reference in my new job months later. I got the job because all my other references were great. I then brought all this up with the Board. They dismissed my claim. 5 years later, he was asked to quit. she was asked to leave sooner.	11/13/2017 1:42 PM
16	They spoke to the perpetrators line manager who in turn spoke to him and ensured we were not rostered to work on the same events again.	11/13/2017 1:38 PM
17	Treated it as gossip. It was commonplace for this to happen to females within this organisation. We all knew about it and treated it as an occupational hazard.	11/13/2017 1:34 PM
18	As this perpetrator was at another university to mine, the complaint I made to his HR department was merely followed by a brief meeting with him in which he got a slap on the wrist, as he called it. The same person had a former student make a similar complaint against him, which was also dismissed because that person was not a student any more. As the HR department failed to take any action, I had to call the police and the harassment only stopped when they intervened.	11/13/2017 1:33 PM
19	They challenged whether what I said was true, and tried to down play it. They also asked to name me when I had only reported it because the form was saying it was anonymous feedback. I had to fight very hard to remain anonymous and as a result they delayed taking action.	11/13/2017 1:15 PM
20	Apologised. The person in question is Co-Director of the organisation, along with their partner. I was the only member of staff. To report this behaviour to their partner would have been unnecessarily destructive to their relationship. (The behaviour was unpleasant/irritating, but stopped short of physical harm.)	11/13/2017 1:15 PM
21	Other member of staff was eventually asked to leave when behaviour became obvious, and multiple complaints over a period of months.	11/13/2017 12:13 PM
22	their advice being - don't make yourself vulnerable by going public about this. It will be his word against yours. Think of the impact on his wife if this is made public.	11/12/2017 8:26 PM
23	I confronted him	11/10/2017 11:47 PM
24	reviewed lone working arrangements.	11/10/2017 1:24 PM
25	Suggested I was the problem and that they had seen no evidence of this type of behaviour- and man up.	11/3/2017 3:04 PM
26	minimised the incident - laughed it off	10/29/2017 11:01 AM
27	explained that they too had experienced inappropriate comments and situations where they weren't comfortable throughout their career	10/27/2017 1:50 PM
28	Reprimanded me, and told me "how dare you say such terrible things about such an important friend of the institution" And on the second time the same person touched me, and I complained, I was told I was overreacting, being a baby, and shouldn't have such a big chest for men to look at/touch.	10/26/2017 10:50 PM
29	Told me to get over it, keep my head down until I took it further. Investigation was entirely geared to make me feel like a liar and put as much shame upon me as possible.	10/26/2017 7:36 PM
30	Settlement	10/26/2017 12:13 PM
31	Sympathised but the reality is that even appropriately behaved male colleagues that agree the other persons behaviour is unacceptable & inappropriate dismiss and ignore & therefore accept the bad behaviour.	10/26/2017 11:31 AM

## Sexual harassment in the arts

32	They 'offered advice' which was to not make a fuss. The person concerned was known to be 'a bit of a dinosaur' thus his (low level) inappropriateness was 'indulged as he was powerful.	10/26/2017 9:52 AM
33	No official action or report - known and steer offered but they never used their seniority to address or report it	10/26/2017 2:36 AM
34	Unable to take action as we were in the same situation as are a number of people.	10/25/2017 10:39 PM
35	Told me everyone got it, and to stay clear.	10/25/2017 9:14 PM
36	Accused me of ruining the project	10/25/2017 9:09 PM
37	person was removed from staff	10/25/2017 8:26 PM
38	No action was taken but another work colleague who suffered the same, went to HR to complain and the harrassment stopped soon after that.	10/25/2017 8:04 PM
39	I talked to him directly asking him to stop in a light but direct way	10/25/2017 6:38 PM
40	We just laughed about it together.	10/25/2017 5:21 PM
41	We are both in the same situation and we have decided to do nothing about it	10/25/2017 4:49 PM
42	After my line manager failed to deal with the issue I spoke to the Trustees and Chairman who dealt with the issue. It must be said that I asked my line manager to not contact the artistic contractor who had conducted the assault, I did this because I knew my line manager would deal with it inappropriately and likely joke about it with the artistic contractor, furthering my embarrassment. My line manager said, and I quote, 'I'm afraid that is the sort of behaviour you should expect from a man over 60.' My line manager was fired as a result of my complaint amongst two other allegations of gross misconduct.	10/25/2017 4:18 PM
43	My Manager overheard the proposition by another Manager to me and made the complaint on my behalf as he was so outraged by it.	10/25/2017 3:57 PM
44	Informed his organisation of my allegation.	10/25/2017 3:55 PM
45	Was praised for handling the situation well - and told as it was all part of the cut and thrust of theatrical life, it was good to learn how to weather such things and to carry on successfully with my job regardless.	10/25/2017 3:41 PM
46	The comment was 'oh everyone knows what he's like'	10/25/2017 3:23 PM

### Q13 Did you feel their response was appropriate?

Answered: 211 Skipped: 1,369



ANSWER CHOICES	RESPONSES	
Yes	22.75%	48
No	46.92%	99
Not sure	30.33%	64
TOTAL		211

## Q14 Please explain why you feel this way.

Answered: 139 Skipped: 1,441

#	RESPONSES	DATE
1	As a woman, as wrong as it is, I am subjected to sexual harassment quite frequently, from being shouted at on the street to someone thinking they can put their hands on me. This particular occasion was probably quite minor so the level of action that should have been taken is unclear to me. I was told that I wouldn't have to be near the person who harassed me again but I don't want anyone else to be put in that position either. So, although I don't think much more could have been done in legal terms, I believe my company should have cut ties with this person to prevent it from happening to anyone else who works for us, especially those younger than me or in a more vulnerable position.	11/15/2017 3:37 PM
2	The only place for me to report the incidents to was the Chair and Deputy Chair of the Board. Their view was this person was being 'friendly' and 'theatrical' Total lack of support or understanding of the actions of this individual. Colleagues understood the inappropriateness completely but Board refused to.	11/15/2017 12:23 PM
3	The perpetrator was not removed from the project and I had to work closely with him for days following his attack. He was not brought to task or even advised that I had made a complaint. I had hard evidence in text messages that backed up the complaint and all I asked was that he was not engaged for future work at my organisation. In order for that happen, I was told I need to discuss the matter with him, after he had physically assaulted me and sent subsequent text messages saying that he wanted to fall asleep in my arms. He is at least 30 years my senior, well respected artist etc. I doubt he even personally acknowledged that his behaviour was inappropriate and damaging. My organisation failed me.	11/15/2017 2:58 AM
4	Because of the position of the perpetrator in the organisation, and the nature of the harassment, this was considered ok even though it may not have felt that way to the survivor.	11/14/2017 11:44 PM
5	It is good that it was dealt with, but he was already somewhat unpopular and nearing retirement age so I suspect they were quite happy to have a reason to get rid of him. However no support was offered to us, and I don't think the reason for his leaving was ever officially explained as being due to harassment.	11/14/2017 8:57 PM
6	This man was well-known for his behaviour and pretty much everyone female was a victim so nobody spoke out because it was clear he could just do what he wanted - management had received complaints about him many times but he had had a smack on the hand and then business went on as usual	11/14/2017 8:06 PM
7	Because it's common knowledge among the group that there are individuals within it (all men) who make unnecessary comments and sometimes (fortunately rarely) gestures or actions towards women in the theatre. However they are also longstanding members and are part of a very close knit group at the core of the theatre who it is not worth challenging as they will defend each other and potentially create disagreement and exclusion of yourself from them and the theatre. Though because it is common knowledge that it isn't worth tackling/their behaviours are unlikely to change, other members of the theatre are supportive and ready to side with you.	11/14/2017 7:11 PM
8	It was appropriate to the scale of the situation. It didn't put me in an uncomfortable position. It made me feel like I'd done the right thing by speaking out about the man. He'd also been incredibly inappropriate with a younger female colleague and I felt that I needed to also stand up for her as I was more senior than her and the same had happened to me.	11/14/2017 6:34 PM
9	I didn't want it reported because I felt it was obvious that the incident related to me as it took place at an event and that he would recall it. I felt as he was very senior in an organisation and on the Arts Council regional board that it would limit my career.	11/14/2017 6:19 PM
10	In the end, the person was confronted and disciplined (by Police & law, fired... the person may have been disabled from doing this again in future. The work environment, employees and employer has been made more aware of this type of behaviour and how to deal with such issues.	11/14/2017 5:29 PM
11	Because I do not want the world to continue to work in this way. It is insulting to dismiss me as a sexual lure of some sort. I do not accept that I should use my gender or perceived level of attractiveness as a tool for manipulating men to "get what I want". It is wrong, degrading and unhealthy thinking for all concerned. I have other qualities that will serve me in my work that are far more useful to me and those I work with.	11/14/2017 4:33 PM

## Sexual harassment in the arts

12	I was told not to report the incident for the sake of the organisation and the perpetrator's artistic and familial reputation	11/14/2017 4:16 PM
13	See above	11/14/2017 3:11 PM
14	Nothing was done to rectify the situation and this perpetrator is still working in the field	11/14/2017 2:15 PM
15	The individual, who has a long history of such behaviour in the British classical music world, should have been instantly removed from his post for gross misconduct rather than just given a gentle rap on the knuckles by management. Nobody took the time to fully understand how deeply affected I was by the incident, how I had been groomed over the course of several months when he worked with the orchestra, then finally made intoxicated and sexually assaulted by this person. Afterwards he threatened me if I ever went public, saying he'd get some friends to deal with me if his wife found out. It happened quite a few years ago, but I still feel the effects today in my ability to form relationships and I still feel sick when I hear his CDs being played. He no longer seems to conduct in public, thank goodness.	11/14/2017 1:04 PM
16	As a young man being subject to the attention of an older woman the incident was laughed off by female colleagues. At the time I was the only male senior officer in the organisation. If the role had been reversed I imagine there would have been different advice given	11/14/2017 12:44 PM
17	I don't know whether it was fully expressed to him the effects of the abuse. I wish I could have been present to know exactly what was imparted to him, with what tone, and what his true reaction was. I wish that I could know that he was informed that this behaviour is unacceptable and will not be tolerated in the future without serious consequences. I have no idea how seriously I was truly taken.	11/14/2017 12:32 PM
18	I have been made to feel as though my complaint has not been taken seriously. I've been offered no support and despite raising the issue a year ago, there has been no follow up or offer of further discussion since.	11/14/2017 12:03 PM
19	My complaint wasn't taken seriously. As the person I was complaining about was seen as "flirty" and "cheeky" by many people, including my line manager, I was made to feel as if I were at fault, as if I were taking it too seriously. The person was very popular, liked by all levels of staff from ushers to senior management. Advice from a colleague at my level was just to avoid this person, which was not always possible. I didn't know if it was just me who was experiencing harassment or if other people were too, but it certainly felt like I was the only one. I felt very alone and unsupported and, at times, afraid. I was not encouraged to make a formal complaint, but my accusations weren't dealt with informally either. They were just brushed aside.	11/14/2017 8:44 AM
20	It was in front of lots of people and my girlfriend so wasn't seen as a credible form of abuse.	11/14/2017 8:25 AM
21	It wasn't considered necessary	11/13/2017 9:45 PM
22	I dislike conflict and I wasn't brave enough to tell him directly how inappropriate he was being. I didn't want him to know I had complained about him and I was not sure whether what happened was serious enough to take further so I didn't make a formal complaint, but I spoke to my line manager in an unofficial capacity because I wanted my concerns raised in case it was a pattern of inappropriate behaviour. I never found out what happened after that.	11/13/2017 9:15 PM
23	We were both due to leave the organisation so unfortunately lacked the energy to pursue further.	11/13/2017 7:10 PM
24	The individual retaliated by intimidating and mocking me. I reported this as well but no further action was taken. I eventually left my job.	11/13/2017 6:14 PM
25	They enacted victim-blaming to the nth degree. They became tools of his abusive behaviour towards me. They were complicit in the construction of his denial of the assault.	11/13/2017 5:29 PM
26	Unsupportive, victim-blaming	11/13/2017 5:17 PM
27	In the first instance, the Artistic Director of the company I worked with encouraged and ignored his dancers sexually harassing me when I was acting tour manager, and joined in himself. I asked the General Manager to stop sending me on tour, upon which I was asked to fill in a supposedly confidential detailed report on the sexual harassment, which he then shared with the Artistic Director and tried to force me to continue with the tour. I left the company instead. In another instance, as part of a senior professional development opportunity placement at a very large arts and science organisation, one of my colleagues began asking me (as the only black woman in every room) to do increasingly demeaning tasks and sexual harassment. I reported this to the HR team who escalated this to his line manager. We then sat through an uncomfortable meeting in which he was told this was inappropriate but no further action was taken and I left. Both incidents happened in front of witnesses, I suffered further for reporting the incident, no action was taken and it was so uncomfortable I left. I don't feel this is an appropriate response, since neither of these men have faced any consequences for their actions - I did.	11/13/2017 5:10 PM

## Sexual harassment in the arts

28	I was told that the person in question was creepy and that's how they were. The comment was made by my line manager that one day they will get in trouble over their comments, but the organisation didn't seem to think the comments made to me were worthy of this person getting in to trouble.	11/13/2017 4:04 PM
29	They fired the person, but only after several more months and after a particularly explosive incident where he turned up for work high and was harassing and being abusive to many staff and customers. It went on for far too long and was massively tolerated.	11/13/2017 3:50 PM
30	It was a long time ago, no actual abuse was involved, just inappropriate behaviour and unwanted attention. In the context, I only confided in some of my peer and fellow female colleagues who shared stories of more abusive consequences of engaging in any way with this person so by refusing the advances I made a lucky escape. I took this as informal advice and adjusted my behaviour accordingly so as to minimize all contact and interactions with said male, and in the role I was in this was possible.	11/13/2017 2:07 PM
31	They offered support, help and I feel wanted to take action - it was my own decision to not do anything. I stood up to the artist at the time and felt that was enough but on reflection I probably should have done more	11/13/2017 2:04 PM
32	It all felt a bit wishy-washy. I was employed as a freelance so never really pushed for a bigger outcome. I would have expected a more senior member of staff to contact me and discuss the situation. I don't know if my complaint went to the right person, or whether the right person ignored it. I see the man responsible around and about, it makes my skin crawl.	11/13/2017 1:56 PM
33	I should've taken it higher, though the colleagues I spoke to could have encouraged me to do so.	11/13/2017 1:55 PM
34	I was told not to say anything about it. There was a large function happening with hundreds of thousands of dollars worth of donations on the line. A scene could've meant the loss of those donations.	11/13/2017 1:51 PM
35	Because they were a colleague on my level and I was not asking them to take any action, simply sharing my experience. I did not want to complain to anyone more senior as colleagues had previously shared similar experiences where they had reported and nothing had been done.	11/13/2017 1:51 PM
36	My complaint (against the extremely inappropriate and suggestive language used towards me by a wealthy older volunteer) was laughed off. "He's harmless, he's just joking with you ...and he's not wrong, heh heh heh". The museum was too concerned with losing free labour and any potential reputational damage to even consider taking me seriously. I was left with little choice but to try and limit contact as much as i could. To grin and bare it. The organisation didn't handle very much very well, to be honest. I had to leave for the sake of my health in the end.	11/13/2017 1:48 PM
37	They knowingly chose not to follow the harassment policy because of the seniority of the individual concerned (and my lack of seniority), in spite of the harassment never being contested and going on for years	11/13/2017 1:48 PM
38	See above	11/13/2017 1:42 PM
39	Looking back I recognise that the behaviour as inappropriate, but at the time I laughed about it, even though I felt uncomfortable. This was the more serious of a long line of similar incidents at the venue, it was seen as being part of the social, drinking culture we had there and no one took it particularly seriously. I would respond very differently if it happened to me now, but 8 years ago I was just out of university, in my first "proper arts job" and I bought into that culture.	11/13/2017 1:41 PM
40	It ended the problem. This was a long time ago (20 years) and what was "acceptable" was different then. In the arts some level of friendly banter is normal and acceptable. It is a friendly supportive environment when often the lines between workplace and social life do become blurred. The individual in question was not a friend though. I think if it were to happen now the line crossed would be dealt with quicker than it was then. That maybe that I am more confident now than I was then. It was only verbal though did make me feel very uncomfortable and I would avoid being alone in the backstage office with him. He was close to retirement and I didn't want to cause a huge fuss or for him to lose his job and pension over what could be managed another way.	11/13/2017 1:38 PM
41	Because we all knew about it or similar incidents happening - we knew their box office pull was more important to the company than we were. We were ten a penny, the talent wasn't.	11/13/2017 1:34 PM
42	they reported my feelings about the person's behaviour to the person.	11/13/2017 1:29 PM
43	At the time the person was a senior well know performer in the arts. I explained what had happened. My colleague said in future to not be alone with them and how to ensure their was no future opportunity for the same behaviour which I listened to and nothing ever happened again.	11/13/2017 1:18 PM

## Sexual harassment in the arts

44	It was because in the end they didn't renew his contract. But they didn't do it immediately, it's only because a friend (who knew) was on the board and did speak up when it was time to renew his contract. So management was quite happy to carry on with him otherwise.	11/13/2017 1:15 PM
45	I made sure to avoid situations that might lead to being alone in their company. And I will never be drunk again. I have reason to believe that this person continues to over-indulge in alcohol and to cross boundaries. They would likely explain it as "fun".	11/13/2017 1:15 PM
46	It was the best we could do in the circumstances as we were lodging with this individual so it was an extremely awkward situation.	11/13/2017 12:57 PM
47	it's very confusing to know what constitutes sexual harassment and when it should be pressed, but i mentioned this to two directors and nothing has been done. i spoke to the perpetrator myself as i was fairly unshaken, but since my complaint to the perpetrator he has treated me badly within the work place. i don't know what to do about this.	11/13/2017 12:32 PM
48	At the time I felt this was appropriate. My line manager 'had a word' with him and it never happened again. I didn't want to make a fuss as I was the office junior and he was in the Senior management team. Some time later after I had left the company I found out that this was his normal pattern and I wasn't the only one he had treated this way.	11/13/2017 12:17 PM
49	In this case it was inappropriate, BUT would have been threatening to others, or myself if younger. The 'abuse' in this case was not violent, but rather unpleasant. I understand there were conversations with the individual to explain exactly what the impacts were, and why they should leave and not repeat the behaviours elsewhere. I haven't heard of or encountered him again.	11/13/2017 12:13 PM
50	It was presented as that's just x. Best to try not to be on your own with them.	11/12/2017 8:32 PM
51	At the time. This was over 20 years ago. The person who advised me was, herself, a strong woman, so I thought that what she said made sense. A year later, however, I encountered this person again and the sight of him made me relive the encounter and I felt nauseous and shaky. I realised the impact his actions had had on me. Only a couple of weeks ago, his name appeared in a tweet, talking about work he is currently engaged in. Once again, even after all this time, I felt nauseous and shaky ... but I have, once again, decided not to "go public" as it now seems like such a long time ago and I feel certain he would simply deny the accusations.	11/12/2017 8:26 PM
52	They would rather I be quiet and get over it than risk anything to address the harassment.	11/11/2017 6:11 AM
53	He stopped and apologized	11/10/2017 11:47 PM
54	The response perpetuated the insidious nature of sexual harassment in our industry. No action was take because: The behaviour was deemed to be eccentric rather than threatening; There was no appetite to challenge this particular individual as other trustees were in thrall to him; This is apparently okay behaviour in the arts, which are 'different.'	11/10/2017 1:59 PM
55	I am my own manager and so it is my responsibility to manage these incidents. Sometimes there is now way of addressing bad behaviour and all I can do is limit likely incidents in the future. Until society behaves better there is little I can do other than to mitigate risk and support those who may be victims of bad behaviour.	11/10/2017 1:24 PM
56	although they admitted they'd put me at risk, no steps taken to protect me in future, so I left the job	11/10/2017 10:44 AM
57	Nothing was done, I was made to feel I had caused a problem and continued to feel unsafe and uncomfortable. It sent a signal to the perpetrator that he could behave however he wanted with no consequences.	11/4/2017 5:38 PM
58	They listened and didn't do anything about it.	11/3/2017 11:49 PM
59	I was told that this was 'just how he is'. We didn't know how to report the incident and my colleague was confident that no action would be taken by those in charge if we did. There was no policy or procedure for me to follow. All of these things left me to deal with the harassment without any organisational support.	11/3/2017 6:06 PM
60	It's hardly appropriate to take no action and blame the person asking for help.	11/3/2017 3:04 PM
61	We took no response/action because of the person(s) senior position and established reputation. My best course of action was to walk away and maintain my own sense of integrity. "Blow it off" mentality of survival.	11/3/2017 2:46 PM
62	I was harassed by a music critic at an awards dinner. When I told my employers the following day, it was treated as an appalling thing, but not something over which action was necessary.	11/3/2017 2:01 PM



## Sexual harassment in the arts

63	I highlighted that I didn't want the person to necessarily lose their job over my complaint but having heard the person's response to my comments (from my line manager) I don't feel he completely understood that what he did was wrong and made me feel uncomfortable (although he didn't deny the comments were made) and I feel like it needs to be followed up in some way.	11/1/2017 11:48 AM
64	It hasn't happened and I don't know how to react or feel	10/31/2017 6:10 PM
65	It didn't change anything and it happened again to others and eventually I just left.	10/31/2017 5:36 PM
66	This was in the late 1980s when it would have been unusual to 'make a fuss' about that kind of behaviour as it was so common. Given that the person responsible for the harassment was a high profile figure and a member of the Board of the organisation which employed me, I felt completely powerless and just avoided them whenever I could.	10/29/2017 10:11 PM
67	It could have been taken more seriously, however not on a larger scale due to the general acceptance by management, with comments such as "they are just like that," "its not acceptable but its unavoidable."	10/29/2017 11:36 AM
68	It was just wrong	10/29/2017 11:01 AM
69	My grievance was upheld (on appeal) but I was sacked on the spot - because it was felt it was not possible for me to continue to work with my boss. I had only been in post for 8 months. No additional HR support was put in place (the accused was the nominal head of HR).	10/29/2017 8:31 AM
70	There was no investigation and I felt ridiculed for complaining and raising the issue. It eroded my confidence in all company policies of that organisation and other future employers around such issues.	10/29/2017 8:22 AM
71	Because women are lesser than men and therefore ridiculed	10/28/2017 10:25 PM
72	I wasn't the only person who received inappropriate behaviour and more than one person commented to me that they 'worried about their job' in terms of making a complaint. As a senior manager, I felt impotent.	10/27/2017 2:48 PM
73	A supporter of the organisation made incredibly inappropriate, sexual comments to me during a reception a few months ago and 'hooked' me towards him by putting his hand on my lower back while speaking to me. His wife was with him and I wasn't sure what to do so I froze and removed myself as quickly as possible. It would have been nice to have had an action proposed by my line manager rather than a kind of 'me too' sharing session - but I also recognise that the problem is bedded into our culture and that she had probably never been professionally supported in her career either (she's almost 20 years older than me, so this just overall saddens me).	10/27/2017 1:50 PM
74	They were also experiencing a similar issue with this colleague, and were at the same level as me. We were both unsure what to do, and the person in question was a relative of the manager which complicated the issue.	10/27/2017 11:03 AM
75	This person had a learning disability and was employed by the organisation	10/27/2017 10:21 AM
76	The people who made the comments were the owners of the business, so there seemed to be no recourse for me.	10/27/2017 8:53 AM
77	As far as I know he was not spoken to and told he was out of line and this was unacceptable. He should have been asked to resign from the Board. The problem is that the other men don't think it is bad enough to warrant getting rid of him. When it's institutional as a minority woman on the board it is very hard to change the culture.	10/27/2017 7:03 AM
78	Because they blatantly took the side of the person who had been inappropriate towards me, and disciplined me for having the audacity to complain. And sometime afterwards when the same man then stood behind me whilst I worked, rubbing his hand up and down my back and over my bra strap, I reacted, shouted at him and called him out for what he'd done, and again, I was the one that was told off, told to 'pipe down', and stop making up silly stories, despite at least 10 people seeing him do it. Everyone kept their mouths shut because of fear, probably.	10/26/2017 10:50 PM
79	I told my friend who witnessed the harassment on a daily basis and he went out of his way to put himself between me and the harasser to create distance. He also offered advice and moral support if I chose to report it formally.	10/26/2017 10:41 PM
80	I named several senior males in our organisation. I had kept a note of dates, times, witnesses and was looking to my line manager for help. She didn't want to rock the boat and made me feel awful. For even bringing it up.	10/26/2017 7:36 PM
81	We were made to feel that, if we had a problem with someone, that we would have to be the ones to leave. Which I eventually did	10/26/2017 3:54 PM

## Sexual harassment in the arts

82	This was the second complaint that was upheld against a manager in a position of authority in a prestigious central London Art college. Each complaint was upheld after a formal investigation, but no action was taken to prevent employees being subjected to this person's behaviour in future.	10/26/2017 2:18 PM
83	Because a settlement acknowledges wrongdoing while using the law to contain / silence. Abuse of power through bullying of course occurs at that stage also in order to protect their own reputations from being soiled — at the expense of the damage done to the person subjected to it. The wider industry is then unable to support victims in any real human way; an indication of the way bullying and harassment works.	10/26/2017 12:13 PM
84	The complaint was about an unsolicited email from a line manager while I was off work on pregnancy related sickness leave, inviting me to join a dating website which the line manager was on. I was advised to submit a grievance. I don't think anyone in the workplace understood how in appropriate, humiliating and offensive the email was. My manager was aware I was in a committed relationship and recovering from loss of a baby. I found the grievance procedure was flawed and the matter was hushed up, no apology, no suggestion of wrongdoing, nothing, except I was made to feel I was in the wrong for bringing the grievance, I was the problem. When I tried to return to work on a phased return, I requested either a transfer to similar work or a different line manager, both were refused, and I never went back to work. Did it make any difference because my line manager was female? I think it did. Same sex harassment is not recognised in the workplace.	10/26/2017 12:12 PM
85	I felt at the time that my colleague was supportive in a friendly way, and that as the experience was non-traumatic nothing further needed to happen. I now disagree with my younger self; the incident was potentially dangerous, the situation deeply inappropriate, the harassment real and unacceptable and steps should have been taken to make both me and the perpetrator aware that this was a serious matter, and to ensure that my organisation didn't place others in harm's way in future.	10/26/2017 11:33 AM
86	They're bullies. They use their sex as as justification for superiority which isn't acceptable or justified. Men & women are treated completely differently even when reacting in the same way.	10/26/2017 11:31 AM
87	My situation was supportive evidence toward another complaint, individual was terminated. Other incidents earlier in my career were not reported, as I didn't really think it was an option.	10/26/2017 11:04 AM
88	yes because it had also happened to her, along with a number of other women in the company	10/26/2017 11:00 AM
89	I was blamed for the harassment.	10/26/2017 10:24 AM
90	At the time I accepted it. I now wish I hadn't.	10/26/2017 9:52 AM
91	As above they felt they could do nothing because this person held the purse strings. However the behaviour was so inappropriate I felt something should have been done.	10/26/2017 8:47 AM
92	It wasn't a real investigation it just went through the motions to say they had followed policy. The perpetrator was given promotion during the investigation so their behaviour was rewarded. The organisation closed ranks and protected the perpetrator not the victim.	10/26/2017 8:14 AM
93	At the time felt it was all fine, he apologised and I got on with things	10/26/2017 7:15 AM
94	The person had promotion during investigation so it was clear the investigation was just lip service.	10/26/2017 3:57 AM
95	It didn't seem 'bad' enough to warrant a full on investigation. I'd prefer to keep my job than to have to go through a process whereby I still feel I'd be found to waste the time of those above me because I was probably just 'sensitive'.	10/26/2017 2:00 AM
96	Because they disregarded the complaint based on how senior he was.	10/26/2017 1:36 AM
97	In hindsight, no!	10/25/2017 11:58 PM
98	No one thinks they could do anything - he and the Board can do what they want and no one can challenge them.	10/25/2017 10:39 PM
99	They were in the same boat and we both felt stuck!	10/25/2017 10:08 PM
100	People just presume derogatory comments, smacking bums or touching was just a bit of fun.	10/25/2017 10:08 PM
101	A member of staff sexually harassed the majority of the female staff and when the ladies banded together to make a joint complaint, the Director accused the females of being hormonal and threatened to give each woman a disciplinary for 'defamation of character' of the individual the women were complaining about.	10/25/2017 9:54 PM
102	They refused to take it seriously	10/25/2017 9:38 PM
103	They told me to come back to work and get on with it, they didn't believe he had raped me.	10/25/2017 9:28 PM

## Sexual harassment in the arts

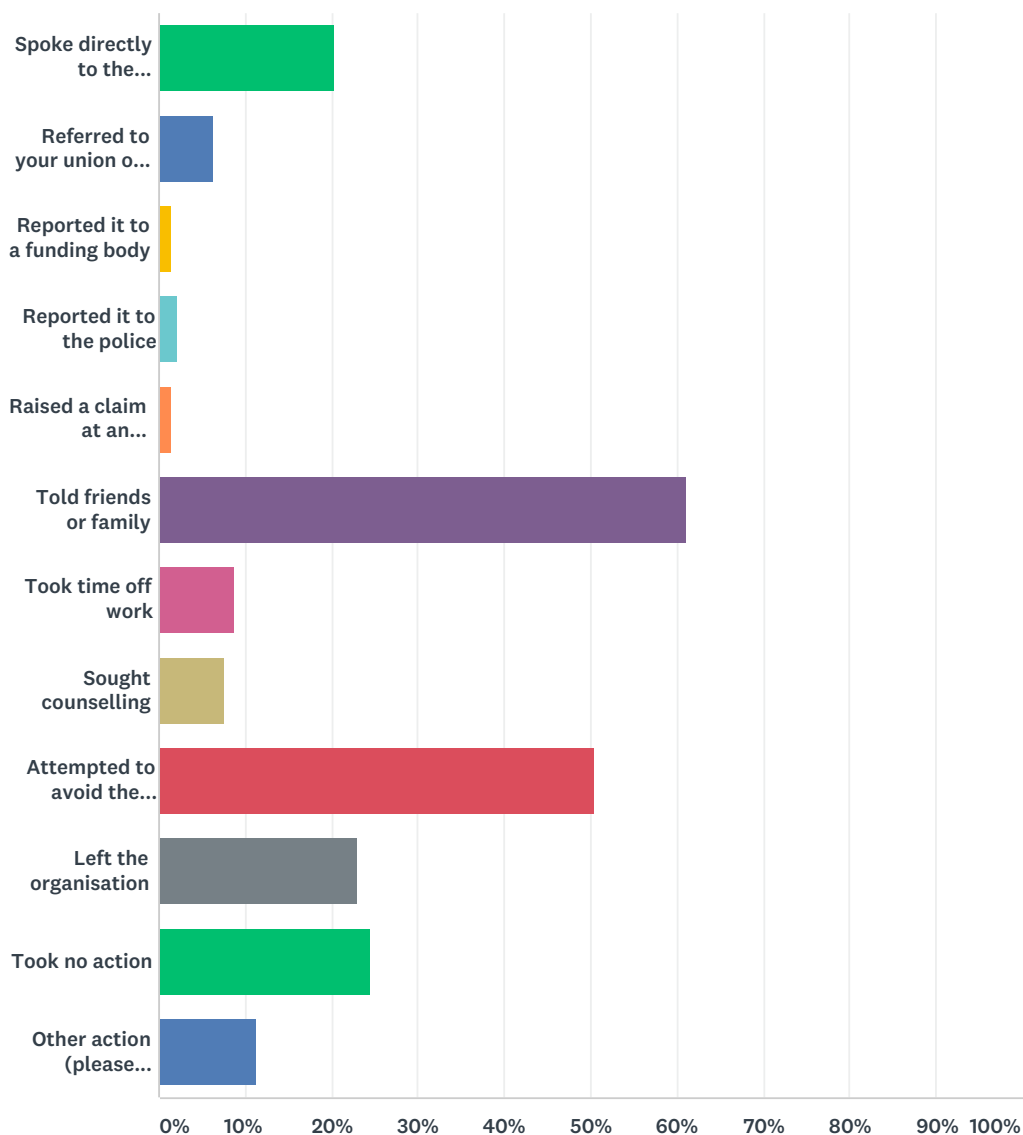
104	Predatory behaviour by men is seen as 'one of those things' and acceptable as "boys will be boys'. Even in my 40s, it still happens; on bringing it up on one occasion, I was told I should be "grateful for the attention".	10/25/2017 9:14 PM
105	At the time, I brushed it off as being funny and awkward. In retrospect I wish I'd done more about it.	10/25/2017 9:13 PM
106	(See previous open responses)	10/25/2017 9:09 PM
107	given the creative circumstance, the action was taken by an older and more senior member of the creative team and actively, visibly, protected me for further humiliation/abuse.	10/25/2017 8:47 PM
108	At the time it was a relief just to talk about it but on reflection it was like a quiet acceptance or even passive collusion	10/25/2017 8:13 PM
109	It is appalling that members of the senior management take advantage of their seniority by harassing young members of staff outside of working hours.	10/25/2017 8:04 PM
110	It would've come down to my word against his. If the star was not upset or not happy and refused to go on, there would have been many repercussions - for the cast, the producer, the venue, the paying audience, and also financial implications i.e. lost revenue, plus lost reputation for the venue, potentially people losing their jobs, etc.	10/25/2017 6:59 PM
111	Because they promised initially to take action - and then backtracked. Finally I was assigned a shared office with the perpetrator	10/25/2017 6:43 PM
112	I didn't officially notify the organisation. I told a colleague and not someone in a position of authority, and I did so in quite a flippant manner. This flippancy was probably partly self-preservation, as I accepted that as a young female I would be subject to sexual harassment, particularly from older men in the industry. It is refreshing to see this current sea-change.	10/25/2017 6:27 PM
113	Not much could be done after the event- can't stop it happening	10/25/2017 5:58 PM
114	Equity dealt with my report in the appropriate manner	10/25/2017 5:46 PM
115	The perpetrator was my line manager. When I brought a personnel officer with me to explain how I had felt in response to the comments of a sexual nature, the personnel officer did not back me up (I actually felt she did not understand the situation) and my line manager claimed he was a feminist and then characterised me as emotional. I was able to ask him where on earth he had learnt his ideas of feminism from and felt that the question hit home, but I also sought to button my feelings in order to get on with the job - in other words, I allowed the situation to go unresolved and my line manager did not acknowledge his responsibility in the matter.	10/25/2017 5:29 PM
116	I felt like I was sharing a story of a weird encounter with a close co-worker. I didn't feel like I was "reporting" anything. And I wasn't traumatised and crying or anything. It was just a crazy thing that happened that I shared with a friend.	10/25/2017 5:21 PM
117	I feel that my line manager should not accept the behaviour from the CEO and I feel that she should be intervening for me when I am subjected to the behaviour. I do not feel that I can stand up for myself as I feel that this would endanger my job especially as my line manager accepts the behaviour.	10/25/2017 4:49 PM
118	At the time I was afraid to take any action at all. I confided in my boyfriend. He wanted to punch the guy out, but I didn't want him to confront him. I wanted to be able to play a concerto. I thought I would never play with a conductor again if I made it public and said anything. I also thought no one in the administration would believe me. I had heard of many other situations in which women were put into this situation. I heard people saying that this is the way it is if you want to have a career.... I thought I would be blamed in some way. I was afraid and just wanted to forget the whole extremely humiliating experience.	10/25/2017 4:36 PM
119	It allowed me to deal with the immediate issue without damage to myself or the project I was committed to. The bigger issue is a societal one and yes, one that pervades the arts and particularly where it meets the corporate and political world. We solve that by making sure we have policies and support in place but also by equipping women and particularly young women to call men out with confidence and grace, when they behave inappropriately.	10/25/2017 4:34 PM
120	With the assistance of my company manager, a representative of Equity from my company, a translator and a senior member of the ballet company, I was able to identify the perpetrator formally without him knowing. I was satisfied that his employer would take the appropriate steps to question him on the matter. The ballet company moved on the following day so I never came into contact him with him again. NB this was 1987 - not recently.	10/25/2017 4:29 PM
121	Sexism and sexual harassment are difficult things to prove. The managers don't want to rock the boat.	10/25/2017 4:24 PM
122	See above.	10/25/2017 4:18 PM

## Sexual harassment in the arts

123	they were a peer. They supported me. The 'perpetrator' was both my line manager and my superior and artistic lead of the organisation.	10/25/2017 4:07 PM
124	Because it would make sure for future that other woman wanting to work in a male technical environment would not have to go through that behaviour in the future.	10/25/2017 3:57 PM
125	It took an extremely long time and a difficult battle to get my organisation to take this to his employer. My organisation were initially supportive of me but then extremely nervous as their lawyers had advised that the perpetrator or his organisation could sue for libel or defamation - even though I had written witness statements. Their initial response was just to ask him not to come near me again at public events and to ensure I wasn't asked to meet with him. There was no suggestion of investigation into the incident or his culpability. I had to bring in my own legal support to help my organisation present my allegations to his organisation in a way that still protected them. I asked for a full apology which I eventually received from him and his organisation.	10/25/2017 3:55 PM
126	The reputation of the person meant that neither myself or my colleague were confident that anything should be done for my safety/employment	10/25/2017 3:45 PM
127	I felt that this should be challenged and that my confidence was undermined and my status with colleagues compromised.	10/25/2017 3:43 PM
128	It would have been shrugged off as "par for the course" with the venue, that those were the kind of people who visited and was typical, expected behaviour.	10/25/2017 3:42 PM
129	Because I felt supported and cared for all the way through the process. I had to take many hours away from the office to have police/forensics investigations, and not even once I was questioned by my manager and organisation for it. Besides, colleagues, seniors and manager are always available and willing to talk about it.	10/25/2017 3:42 PM
130	There was no acknowledgment of the impact of the behaviour on me and my work - rather a pandering to the "star" actor on whom the box office, and therefore the financial health of the company, was heavily relying. The burden of responsibility for handling the situation was laid squarely on my shoulders, with no reparation required from the offending party.	10/25/2017 3:41 PM
131	It was seen as "normal" behaviour, as it also happened to colleagues	10/25/2017 3:32 PM
132	The perpetrator was a friend of the Directors and they refused to do anything instead laughing it off	10/25/2017 3:19 PM
133	As a (then) junior member of an arts organisation I was sexually harassed by an older man who was a key figure on the board. He was known for this behaviour and young female staff were advised (by peers) to avoid being alone with him. More senior members of staff, who were all social friends with him, laughed off any 'complaints' about him and saw this behaviour of being typical of him and reasonably harmless.	10/25/2017 3:11 PM
134	Because of the reputation of this person. And that it wasn't 'overt'. Just made me uncomfortable.	10/25/2017 3:11 PM
135	Because it was not taken seriously or indeed regarded as harassment even though it was as defined by law	10/25/2017 3:10 PM
136	Was v young at the time	10/25/2017 3:09 PM
137	I don't feel their response was appropriate as they didn't do anything about it. They acknowledged that my concern was valid but chose not to take it any further. A colleague of mine made a complaint about the same person to a senior member of staff responsible to HR who plainly said that they would not report it to the board because it 'would be damaging'.	10/25/2017 3:09 PM
138	I would still have to see him and work with him even though our contact is less. I have been avoiding many professional situations so I don't have to see him - this affects my work.	10/25/2017 2:57 PM
139	I had to leave the company because the complaint was not dealt with appropriately. The Person in question was fired after I left the company but I believe if I had stayed nothing further would have happened.	10/25/2017 2:21 PM

## Q15 What other action(s), if any, did you take in connection with this? (Tick all that apply)

Answered: 421 Skipped: 1,159



ANSWER CHOICES	RESPONSES	
Spoke directly to the perpetrator about their actions	20.19%	85
Referred to your union or other advisory body (eg Citizens Advice)	6.18%	26
Reported it to a funding body	1.43%	6
Reported it to the police	2.14%	9
Raised a claim at an employment tribunal	1.43%	6
Told friends or family	61.05%	257
Took time off work	8.79%	37
Sought counselling	7.60%	32
Attempted to avoid the perpetrator	50.36%	212
Left the organisation	23.04%	97

## Sexual harassment in the arts

Took no action	24.47%	103
Other action (please explain)	11.40%	48
Total Respondents: 421		

#	OTHER ACTION (PLEASE EXPLAIN)	DATE
1	Left opera entirely	11/14/2017 11:30 PM
2	I just told my colleague, line manager and the artistic director. I was satisfied with their response so didn't feel the need to take it further.	11/14/2017 6:35 PM
3	Took informal legal advice; as the perpetrator was not a direct employee, it was agreed my organisation wouldn't take action	11/14/2017 4:54 PM
4	I was totally shell shocked. I felt I was being punished for what happened rather than him. It was so unfair.	11/14/2017 1:06 PM
5	I had already handed my notice in. The incident took place in front of many witnesses including most of my then colleagues	11/14/2017 1:01 PM
6	Accepted that this is an unacceptable but unavoidable reality of an industry that has so many talented women, that the few talented or mediocre men are prized for reasons of balance, equality, diversity, variety - at the early stages.	11/14/2017 9:43 AM
7	It was a core class that I needed to graduate and the other professor that taught the course, and who had tenure, was verbally abusive to the students, and regularly made them cry, so it didn't seem like it would help at all to transfer to the other section of the class.	11/13/2017 5:19 PM
8	Inappropriate language by the CEO. Words here and there sexualising myself and the other female staff, meant as a joke.	11/13/2017 5:12 PM
9	Reported the incident to HR/ their line manager/ colleagues.	11/13/2017 5:11 PM
10	Kept complaining to the head of HR and Deputy Director but nothing was done	11/13/2017 1:49 PM
11	I work from home as often as possible.	11/13/2017 1:17 PM
12	These behaviours weren't extreme and in some ways could be seen as flattering, but were not professional and left me feeling uncomfortable and in an awkward position. I am sure others have had far worse. I feel there is often an abuse and lack of responsibility from those in more senior positions.	11/13/2017 1:01 PM
13	Punched him to the floor - he didn't do it again!	11/13/2017 12:32 PM
14	Talked to the chair of my board - the perpetrator was a workshop leader at a workshop organised by another organisation that I attended in the course of my work.	11/12/2017 8:27 PM
15	I befriended a colleague to ensure I felt safe. He knew what was happening. He stepped in to ensure I felt safe.	11/10/2017 11:48 PM
16	Because i was aware i was no the only person harassed and the organisation was blind to it.	11/10/2017 5:57 PM
17	Had a breakdown.	11/10/2017 2:00 PM
18	Told everyone who I knew would come in to contact with that person, so that they could be better placed to make sure it wouldn't happen to them.	11/9/2017 10:10 PM
19	Should have an option Did you ask the person to stop?	11/9/2017 8:50 AM
20	Discussed with colleagues what to do as I was not the only one affected, tried to raise the issue with manager	11/4/2017 5:39 PM
21	It was clear nothing would change so I left, I did look for some kind of forum to warn others but was concerned still my rep would suffer.	11/3/2017 3:06 PM
22	This person was the senior-most employee and as such, there was really no recourse in the workplace (no HR team).	10/30/2017 2:18 PM
23	I am about to leave the organisation because of it - I should have complained when it happened, but I was embarrassed and ashamed, thinking it was my fault and I somehow had cheated on my husband, now I realise it was not my fault and he is doing the same to other young women coming into the museum	10/28/2017 5:25 PM
24	Refused to comply	10/28/2017 3:45 AM

## Sexual harassment in the arts

25	I was very young the two times I was overtly harassed and assaulted. When interning for an arts festival as a stage manager, two actors would talk about having sex with me in front of me. Once, when carrying props upstairs they both stood behind and commented on the type of sexual acts they'd like from me. I didn't report it because at the time, I didn't realise anyone would do anything. It was also my first internship in the city where I still work, and I didn't want to ruin my chances of working there in the future. The second instance was working for a touring commercial children's show as a front of house assistant, at a similar time to the internship. My boss would pinch and slap my bum whenever he could. Didn't report it because it was a short term job and I needed the money.	10/27/2017 7:41 AM
26	Stopped acting	10/27/2017 7:14 AM
27	I eventually left, and I will never work in Performing Arts again. Seen too much to put myself in a vulnerable position again.	10/26/2017 10:52 PM
28	Raised a formal complaint and an external HR orangistaion investigated, provided a report that supported my 'claimed' and yet no disiplinary action was taken against these men.	10/26/2017 7:37 PM
29	Shrugged it off. Only occurred to me years later that it was harassment.	10/26/2017 6:42 PM
30	i was told by my union the organisation had a history of this - but unless i could persuade a critical mass of staff to support me (they were scared about their jobs) i'd get no where - the organisation has access to v expensive lawyers . . . .	10/26/2017 2:15 PM
31	Tribunals were eradicated for all but the wealthy by the Coalition government so one is left with the option of accepting a settlement; while being subjected to a further campaign of intimidation if one doesn't accept it —	10/26/2017 12:16 PM
32	Finally employed a lawyer and signed a non disclosure agreement	10/26/2017 12:12 PM
33	For example (one of multiple experiences): As the only female actress in the cast, I was put under huge pressure to reveal my breasts during the show for no reason apart from 'it'll be funny'. This had never been discussed contractually or prior to rehearsals. I was publicly humiliated in front of the whole cast and creative team (entirely male) for not wanting to do it. The person trying to bully and embarrass me into doing it was the Artistic Director of the company. In the end the writer stepped in and defended me, saying he would rewrite the scene. There was no one to complain to - the person putting me under pressure was the leader of the organisation already. I simply decided never to work for them again and somehow made it to the end of the contract. In fact I gave up acting - not just because of this - but it was such a relief to put this kind of humiliation behind me.	10/26/2017 10:32 AM
34	Avoided in specific scenarios and warned others who might be in them	10/26/2017 2:37 AM
35	Told Board	10/25/2017 11:59 PM
36	Investigated legal help	10/25/2017 6:43 PM
37	Told friends after I had left the organisation	10/25/2017 6:24 PM
38	I found the harassment horrible, but took no action, and quite soon afterwards I fell unexpectedly pregnant (with my boyfriend) and then was solidly frozen out of meetings/decisions/treated frostily for the remainder of my time in post.	10/25/2017 6:06 PM
39	The perpetrator was the director or the organisation, the deputy director was his wife (they kept this secret during interviews). I had no confidence in the board to support me, and previous staff members had successfully been bullied into leaving. In the end, I too felt I had no choice but to resign. A culture of bullying was firmly in place, not all of it sexual in nature.	10/25/2017 5:24 PM
40	Telephoned an advisory service to check the law; the behaviour was unlawful	10/25/2017 5:19 PM
41	Started counselling and preparing other female colleagues on how to deal with these incidents	10/25/2017 4:35 PM
42	I have been harassed whilst in the employment of 3 different organisations. After the first case I took with the union was rejected by management I didn't bother with the others. It was a self-destructive process to take an evidenced case with witnesses and union support but to have it thrown out in the perpetrator's favour because he was my manager.	10/25/2017 4:31 PM
43	Please note this doesn't allow to submit information on multiple incidents I.e question 9 is either or and multiple sexual harassment cases are part of my declaration for this survey	10/25/2017 4:14 PM
44	Shrugged it off as not a big deal, just a drunken woman lunging for a young crotch.	10/25/2017 4:12 PM
45	Continued to work with perp who stopped the harassment	10/25/2017 4:08 PM
46	Reported it to his organisation.	10/25/2017 3:55 PM
47	For clarity - I was a freelance musician working on a project basis, and in another incident I was a participant in a dance education project	10/25/2017 3:53 PM





## Q16 Do you have any other comments about the particular challenges arts organisations face in relation to sexual harassment?

Answered: 264 Skipped: 1,316

#	RESPONSES	DATE
1	There's a misconception about the industry and acceptable behaviours - we need to challenge ourselves about what is and is not acceptable. Sexual harassment is sexual harassment. The number of freelancers in the sector means people are potentially more vulnerable and may be less likely to report instances of sexual harassment for fear of being seen as 'difficult' and preventing future opportunities.	11/15/2017 12:43 PM
2	I have been subjected to abuse of power from a senior manager of another gender. While I don't think this is sexual harassment per se, being told by another (female) senior manager that the best way to work with this male individual was 'to flirt with him'.	11/15/2017 12:30 PM
3	Policy of sexual harassment doesn't mean that the artistic endeavours of that arts organisation will be compromised. Intersectionality also needs to be addressed in policies as diversity is likely to be a large make up of any arts organisation.	11/14/2017 11:47 PM
4	Though prevalent in all areas of business when it comes to positions of power, in the performing arts there is a massive number of hopefuls desperate to get in the door, and even more desperate for that "break." The power those with any influence/casting authority hold over these (often young) hopefuls is, therefore, insurmountable. Performers are conditioned to believe themselves expendable, and every advantage can be taken of this belief.	11/14/2017 11:36 PM
5	There is no accountability when it comes to arts organizations, especially when it's a non union contract. Artists are often only contacted for short periods, and nothing is ever done, especially when the perpetrator is in a powerful position in the organization, such as the director of the organization. I've witnessed the current General Director of an opera company in [REDACTED] sexually harass male colleagues repeatedly. The victims had no where to turn to, even if they tried to report it. This man would make sexual comments regarding the male singers in front of other artists, which I have personally witnessed many times. It's a shame someone like he would be in a position of power. Nothing is ever reported, because no patron or members of the organization see what is happening to their male artists by him. It's disgusting. Only thing we could do was to leave the organization.	11/14/2017 9:15 PM
6	It is accepted as part of the job. When I was at music college and was going to a competition my teacher (a female singer with many years of professional experience internationally) specifically warned me not to let any men (mainly the jurors) in my dressing room. She also said that as a female singer it is crucial to protect yourself because you will not be taken seriously if you complain. I have heard accounts of well known conductors and directors behaving incredibly inappropriately, but they are almost never challenged because they can really damage a young singers career.	11/14/2017 9:02 PM
7	Jobs in the arts sector in HE are difficult to secure. Women are the main victims of academic precarity therefore are at most risk from predatory members of staff in secure, unmonitored roles eg. Management. Students are often at risk from some of the 'big chatacters' of the arts scene in any institution.	11/14/2017 7:18 PM
8	I feel that I've been at a bit of a remove from the worst of it in my administrative roles. I've seen friends who are dancers or actors experience far more complex sexual harassment behaviour and who have far less security in their employment than I have done.	11/14/2017 6:38 PM
9	People in lower positions are being told to not speak out when they are being harassed by threatening to sack them if they do.	11/14/2017 5:36 PM
10	All lot can be truly hidden. Art invites pretence, acting, and it is about being 'free' openly minded to strange things. Arts companies should lay extra, careful ground rules when any employer begins work with them. Moving 'up the ladder' in the arts can be incredibly difficult.. and once people achieve, they are too scared to loose it. It is too personal... lots of people may know your face..	11/14/2017 5:35 PM
11	People of artistic reputation (deserved or otherwise) are viewed as untouchable, and many behave as such. Organisations rarely seem to take seriously their duty of care towards less established, more vulnerable artists, often leaving them at the mercy of untrustworthy individuals merely, I suspect, because they feel they cannot afford to risk upsetting those artists of great reputation. Frankly, their negligence is wrong from every perspective, and the sooner these people get called to account for their abuses the better.	11/14/2017 5:33 PM

## Sexual harassment in the arts

12	Big name artists still feel they can hide behind their fame. So easy for them to try and wriggle out of all situations No orchestra manager wants to lose their principal conductor or soloist because of an accusation from a mere orchestral musician or member of the admin staff. The old boys network continue to do their best to protect their own. Sexual 'banter' is still regarded as normal in many arts organisations. I spent some time in one company running a major venue outside London, where it was apparently commonplace to send around the office by email offensive jokes and images. 'It is all part of the business, don't be such a spoilsport' was the response when confronted. We need to change these attitudes.	11/14/2017 1:17 PM
13	It is far too often considered an unavoidable part of the job that being a woman in a male dominated environment means that we will be subjected to harassment of one form or another. In my experience given the perilous funding situation many arts organisations are in, there is a reluctance to take issue with the people who provide the financial backing or security.	11/14/2017 1:04 PM
14	Lack of transparency or clear criteria for artistic appointments and reliance on cronyism in recruitment creates an environment that is open to abuse.	11/14/2017 12:57 PM
15	Lack of procedure for reporting these incidences. Lack of policy detailing what behaviour is and is not acceptable. Lack of statement regarding consent. Lack of explaining what constitutes as bullying, abuse, sexual harassment... Feeling unable to speak with colleagues for fear of being labelled hypersensitive, or a diva. Feeling unable to withdraw from performances because it would affect cast colleagues. Feeling unable to withdraw from performances due to loss of expected income.	11/14/2017 12:44 PM
16	In my experience the more formalised places I've worked, with an HR department, policy which is updated and circulated, and senior staff who take harassment on any level with seriousness has meant there is no room for that kind of behaviour. The only place I've witnessed sexual comments, bullying and racial slurs was in a gallery in Mayfair, where there was no HR department, no support if you had an issue, a dismissive response (put up or toughen up), no policy that was ever communicated, and the sexual and racial comments were coming from the Directors level. If it's coming from the top where do you go from there?	11/14/2017 12:03 PM
17	Having worked within the arts for 25 years, I think that incidents of sexual harassment are less prevalent than in other sectors, but that the industry cannot afford to be complacent.	11/14/2017 12:01 PM
18	I think they don't have clear policies in place and if they do, the employees are not aware of what the procedures are to support them. Most often, if there's a person in power who has been accused, organisations feel compelled to back them or 'smooth' things over because of the position the accused might be in. There is a lot of hesitation and fear with dealing with these situations and originations need to be bolder in their handling of these accusations. Most importantly, they need to send a clear message to all employees that they will be supported and I feel this isn't always done.	11/14/2017 11:38 AM
19	no	11/14/2017 10:45 AM
20	No	11/14/2017 10:05 AM
21	Boundaries get very blurred with evening events and shows becoming as much social as professional events.	11/14/2017 10:02 AM
22	In my experience it is a very male dominated sphere in terms of power There are young men and women who want to be successful and could be taken advantage of Many roles are voluntary, unpaid, work experience positions which again puts people in a vulnerable position ... no contracts, job descriptions etc. Who do you tell in an organisation?	11/14/2017 10:02 AM
23	As I suggested earlier in the survey - partnership working, especially when you're the smaller partner - collaboration is currently being prized above all else and this is frequently bringing us into quasi partnerships over which we have no say at all. This in itself is a much broader problem, but makes for fertile ground for abuses of all sorts.	11/14/2017 9:45 AM
24	Yes.... Trial by the media on an accusation made, cancellations of films and tv dramas.. Removal of accused from same is ridiculous. Do that when proven guilty, not before. Also accusations by individuals against whoever, of an historical 'event' and then to continue being photographed for publicity purposes afterwards with those, who they then go on to accuse .... I am for the sisterhood of women.... But we/they must stop doing this.... And why, it continues giving men .. Permission to sexually harass	11/14/2017 9:45 AM
25	Fear of reprisals if someone speaks out - we are a small industry and reputational damage can be significant	11/14/2017 9:27 AM
26	The very nature of language in the arts is, in many ways, inappropriate and disrespectful. Challenging the voice of theatre and all the camaraderie it purports to uphold, will be difficult to alter.	11/14/2017 1:55 AM

## Sexual harassment in the arts

27	To be honest and for people to feel they will be supported if and when they speak out. To ensure all staff, male and female, are pulled up on any inappropriate behaviour or insinuation. Ensure that older staff and colleagues do not use their power and status to wrong.	11/13/2017 11:03 PM
28	This case was an example of female exploitation of male collaborators which I believe is rare or under-reported. It did not involve physical harassment but was of an inappropriate nature albeit subtle at the time. It involves flirtation both physical - pouting, shirts off shoulder, etc. and verbal - "you're a genius" "that's beautiful", "gorgeous" all of which one would brush aside at the time but return to when more directly exploitative actions occur such as not properly crediting or paying collaborators. In retrospect when you have become aware of their actions you reinterpret the earlier behaviour as seductive and exploitative. After it happened to me I became aware of a pattern of exploitation. Other victims who dared to name the behaviour or stood their ground on matters of exploitation were ostracised or sacked.	11/13/2017 10:41 PM
29	I think it is important that we see this as part of the picture around sexism within the industry.	11/13/2017 8:12 PM
30	The challenges aren't what the art organizations face in regards to sexual harassment but that which the individuals face in regards to sexual harassment trying to get the job in the arts organizations.	11/13/2017 7:53 PM
31	There is a fundamental flaw in the hierarchy of arts organisations. An amateur board of directors is at the pinnacle of the management structure yet they do not work full time in the organisation often meeting only four times a year. They can be unaware of day to day challenges. This leaves an artistic or executive director unaccountable for their actions.	11/13/2017 7:45 PM
32	Maybe if employees were paid fairly. Or if those with talent and intelligence were respected rather than subjected to bullying. Most of all...if people put the arts ahead of themselves - I'm referring to the office and audience building capacity.	11/13/2017 7:23 PM
33	Greater diversity at the top will help.	11/13/2017 7:17 PM
34	Like anything in our industry, we are all stretched so thin in terms of budget and resources, many things are overlooked or not done properly. How can an overstretched organisation make this a priority when so many other important things are also a priority and staff are overworked and underpaid, in fear of losing funding of they do not deliver targets to funders, unable to plan ahead sufficiently due to funding and therefore under further stress and operating inefficiently. The whole system we work in is crazy and not conducive to creative output let alone to covering even the basics of operating a professional business, such as looking after employees.	11/13/2017 7:16 PM
35	There's still a lot of 'schmoozing' and 'old boys network' type behaviour in this sector, which is still used in order to gain funding and prestige, rather than organisations having transparent processes and systems based around equality and diversity. Unfortunately it is largely those at the top of the tree who encourage this sort of networking.	11/13/2017 7:14 PM
36	Changing / dressing rooms Audition procedure	11/13/2017 6:27 PM
37	Women sometimes participate in the humiliation and degradation of other women if they gain personally or professionally from their association with a man who is a known predator. Despite the claim of solidarity there are more people like this than willing to admit it. Further, there are a lot of false allies. A lot of men virtue signal by making claims to support women (as well as diversity) but in practice are misogynistic and bigoted.	11/13/2017 6:22 PM
38	Time to take a stand	11/13/2017 6:16 PM
39	I think the prevalence of short-term contracts and freelance work leaves people without the appropriate HR and policy support, whether real or perceived. This means people feel unable to report incidences or don't know the support systems and procedures that are available to them. It also means that pressure to be perceived as easy to work with and secure their next short-term contract or freelance position acts as a disincentive to reporting or otherwise not tolerating unacceptable behaviour. The pressure to maintain an income and career is perceived to be greater than calling out or reporting misconduct.	11/13/2017 5:57 PM
40	Please see my previous answer. This is yet another area where diversity in its widest sense is really important.	11/13/2017 5:34 PM
41	The reason why this survey is important is the arts mirror the entertainment industry in the sense that individual artists receive messianical treatment, often abuse power, and are frequently surround themselves with people who will refuse to hold them accountable.	11/13/2017 5:31 PM
42	I think that there's a common misconception that those that work in the arts are supposed to somehow be "above" things like this, that our community is so enlightened or woke that this just doesn't happen. But it happens everywhere, and certainly in places like the art community where the majority of students in art schools are female but the majority of professors are male, where a number of subordinates in non-profits are female but the directors and board members are mostly or all male. Any situation where women in droves have to do the failing running of affairs whilst the men hold the power.	11/13/2017 5:23 PM

## Sexual harassment in the arts

43	no. not really.	11/13/2017 5:16 PM
44	Really small organisation, of which there are many, need support with this as they don't have HR departments or any recourse to high-level HR support without paying lots of money. Which they don't have. There needs to be some way to access support so that it doesn't keep being 'ignored'.	11/13/2017 5:16 PM
45	There is a culture which suggests that because the arts are generally liberal and progressive, sexually inappropriate behaviour is a misunderstanding rather than predatory and unacceptable. Artistic Directors and those at the top of the tree are protected by their power, and women are treated as disposable in these situations. The arts industry is no different to any other industry, the myth it is inherently better or safer provides predatory people with cover.	11/13/2017 5:16 PM
46	The real issue is the culture of the arts. To change the sexual harassment behaviour, you need to change the entire culture, and that is no easy thing.	11/13/2017 4:38 PM
47	I think the amount of alcohol, late nights and touchy feely culture make it harder when you're young to know where the boundaries are and what is and isn't acceptable. That doesn't mean I necessarily want the general culture to change (who doesn't love a cast party) but instead that senior members in the profession take things more seriously and lead by example in demonstrating and verbalising what is ok so that younger members feel more confident to say when things aren't right.	11/13/2017 3:55 PM
48	Most arts organisations I have worked for have been lovely places where the staff are looked after. This venue was an exception.	11/13/2017 3:51 PM
49	Rules apply to all races and orgs must be supported to challenge individuals who may play the race card.	11/13/2017 3:26 PM
50	The nature of arts organisations is that they are friendly informal places to work. Sometimes a rather unpolished attempt at asking someone out or developing a friendship may be taken, these days, as sexual harassment. I have had experience when someone on the high functioning end of the Autistic/Asperger spectrum has been accused of sexual harassment when in fact they just can't read social interactions. They are so used to people thinking they are "weird" that when someone shows them kindness and friendship they wrongly take that to mean they are interested in more than that. For neuro A-typical people this can be a minefield that they end up backing away from and thus can lead isolated lonely lives because they are afraid of being branded with the sexual harassment label. Yes, we must be able to talk about this but not to the extent of a witch hunt or where we end up in an environment where we are, in turn, inadvertently discriminating against others. We must be able to tell the difference between real sexual harassment and the normal scenario where someone fancies someone else and it isn't reciprocated. Otherwise we diminish the real horrors of sexual harassment.	11/13/2017 2:25 PM
51	I do think there is a problem of harassment of straight women by gay men. It's seen as fair game.	11/13/2017 2:04 PM
52	The need for constructive policies and enforcement has never been greater	11/13/2017 2:01 PM
53	Especially with artists, I feel there is no consistent approach - so while the backstage, office, and other support teams are being most closely monitored by in-house policies, there appear to be no systems really for (guest) artists coming in... and the 'casual' pass by a high-caliber artist made to a junior office member would, of course, result in the artist not being booked anymore? Give me a break.	11/13/2017 1:59 PM
54	I don't think arts organisations face any different challenges from other organisations. They're the same challenges. Idiots who think they can get away with a grab and squeeze. Gross.	11/13/2017 1:58 PM
55	I think you need to look at how freelance artists are being treated not just people in an organisation. Particularly vulnerable people at the start of their career.	11/13/2017 1:56 PM
56	I work in classical music which is a particularly patriarchal, misogynist and backwards sector of the arts, still largely run by men and staffed by women. I don't see the levels of harassment changing anytime soon as people do not feel that they have the support of their senior management if they were to make a complaint.	11/13/2017 1:54 PM
57	if this happened to me, I'm sure it's happened to others. I respect the organisation I was working for immensely, and in no way wish to damage them. But something more should have been done in this situation.	11/13/2017 1:52 PM
58	Reputation is everything in the arts. It's who you know, not what you know. Don't be a troublemaker - this attitude needs to change!	11/13/2017 1:51 PM
59	There should be no challenge; everything should be dealt with in a transparent way, regardless of the reputation of the individual concerned	11/13/2017 1:51 PM

## Sexual harassment in the arts

60	I was an actor and the perpetrator was the Director and Artistic Director of the organization. The choice was to walk off the job, or stay on. There were no systems in place, nor anyone senior in the organization to complain to. As a young performer I felt powerless and with little choice - I did not contact the union because they would have had to identify me and I felt this might affect my ability to find future work.	11/13/2017 1:47 PM
61	Arts organisation often work with self employed individuals, so the process for reporting the actions of an artistic figure could often be unclear/complicated.	11/13/2017 1:46 PM
62	There are multiple stories on a daily basis: Some grave, some less 'important' which I and peers have come to accept as part of life	11/13/2017 1:45 PM
63	In the field I work in there are fewer issues with performers needing (or perceived to be required to) look a certain way, but I think a lot of low-level verbal harassment stems from artforms where a certain aesthetic is expected and so performers become inured to having their physicality and looks commented on (as opposed to their skill or the way they use their bodies). It's important to be alive to the issues this presents in casting - a director may have a certain "look" in mind but that shouldn't then tip over into negatively commenting on performers' bodies (or, the reverse, making unwanted comments on performers' bodies that are on the face of it positive but not related to the work).	11/13/2017 1:45 PM
64	Wondering just wondering if we need to stop calling it sexual harassment. I still remember his voice. He didn't want sex, he was imposing his weight on me. This is a power trip. And large organizations enable it because they are afraid of losing the power they have	11/13/2017 1:44 PM
65	no.	11/13/2017 1:44 PM
66	It should be part of any induction these days, health and safety is paramount and therefore this could be included and leaflets given to everyone about how to whistle blow	11/13/2017 1:43 PM
67	Recruitment is often a system of patronage which means that keeping some people happy is often part of the role. The concept of the temperamental artist (tortured, prone to tantrums, badly behaved, rock and roll lifestyle, sexually promiscuous etc) is hardwired into the industry and into the artists themselves. That needs to change.	11/13/2017 1:42 PM
68	I worked at an organisation where the complainant simply wasn't believed by the artistic director.	11/13/2017 1:41 PM
69	It would be helpful to have clear policies which support more junior staff in particular who can feel powerless	11/13/2017 1:40 PM
70	Transparency is the only way to counter sexual harassment and the inequality it is based on and that it again fosters. Confidentiality is the main obstacle to dealing with sexual harassment.	11/13/2017 1:36 PM
71	I feel that, as a life model, I was particularly open to abuse, which happened on several occasions.	11/13/2017 1:32 PM
72	I think the fact that working in the arts often blurs the boundaries of the personal and the professional can both encourage sexual harassment and sometimes make it difficult to recognise when something crosses a line. The nature of fixed-term contracts, so common in the arts, means that people are even less likely to challenge figures of authority or to risk gaining the reputation of being difficult, because of the concern that it could affect their chances of finding a job in the future.	11/13/2017 1:25 PM
73	Yes, as a CEO of a performing arts organization I need help in devising an appropriate policy and clear direction for myself, board, staff and the artists we work with to help us navigate through this. Professional support and help is needed. I am confident that we have robust (general) HR policies and procedures; however I am not confident that we have the expertise to deal with sexual harassment - even though we work in a very physical industry.	11/13/2017 1:21 PM
74	I think the main challenge faced by art organisations is the fact that it is a reputation based industry. Many people don't report in fear of having their reputation changed, as well as putting their career at risk, especially if the perpetrator are in high position of power or with high reputation.	11/13/2017 1:19 PM
75	I have been working since the 1970s. Sexual harassment has become much more aggressive and the way by which one is attacked has increased.	11/13/2017 1:18 PM
76	It might be even more tricky to define within the arts because "we're all friends" and boundaries are not always very clear between personal and professional.	11/13/2017 1:16 PM
77	It's a very sociable environment with many people enjoying relationships with each other. This, combined with people wishing to pursue careers and continue working in the arts makes it very easy for those seeking sexual power over others to exploit this situation.	11/13/2017 1:15 PM
78	These organisations are already small and under resourced and with little access to HR support so often behaviours are unchallenged as long as a job is done.	11/13/2017 1:11 PM

## Sexual harassment in the arts

79	It strikes me that arts organisations are no different from others in needing to have a culture of zero tolerance to any form of harassment in the workplace. Also to have robust policies and procedures and an understanding that any form of 'whistleblowing' will not be to the detriment of a person's career.	11/13/2017 1:06 PM
80	I find the arts notably free from sexual/gender prejudice and harassment, something to be cherished. I suspect it is no coincidence that a high proportion of the work force is female and / or gay.	11/13/2017 1:05 PM
81	I think arts organisations are often more individualistic and do not have embedded codes of conduct that are more established in other organisations. Some people may be talented in some areas, but no good at management.	11/13/2017 1:03 PM
82	There needs to be a culture where such behaviour is explicitly not tolerated and leads to due process and not the person reporting being treated differently (not the accused without recourse to being able to speak up). This is often the word of one person against another but I also know of many instances where the woman, or less powerful person will be silenced, sidelined and discouraged from taking it any further	11/13/2017 12:59 PM
83	Things could be swept under the carpet as there may be issues with an organisations reputation, particularly when we rely on public funding and donations and income from the public.	11/13/2017 12:56 PM
84	I think the more prevalent issue is one of bullying and the use of power, rather than sexual harassment.	11/13/2017 12:53 PM
85	We need to understand the terminology sexual harassment fully and what it constitutes. The language and/or actions can be subtle and difficult to distinguish- particularly in the arts as we deal with emotive subjects and have a relaxed, liberated and informal style of working and environment.	11/13/2017 12:49 PM
86	What about other forms of harassment and bullying in the workplace? This is rife within the industry - 'artistic temperaments' are used to excuse it.	11/13/2017 12:41 PM
87	There's a fear not just with what people will think but being a man or woman who has gone through an experience - regardless if they work in the arts or not. I was assuaged by a woman (I'm female) and couldn't tell anyone not because of work but because it's a hard thing to process and i didnt know how to handle ut. we must take that into consideration too. I'm also uncomfortable with it being situated around men alone with this idea that we should include men in sentences regarding assist to bring them to light and other reasons. As someone assisted by a female it had long term mental consequences and I felt not alone knowing these words of support recently didn't have gender assigned to them. Once this was challenged I suddenly felt excluded and that my experience wasn't as important.	11/13/2017 12:41 PM
88	Most artists and people working in the arts are so badly paid, they will put up with anything to get their next job. Romantic perception of artists as different, special, 'geniuses', leads to some thinking that usual rules of social conduct do not apply. Expected 'charisma' of artists sometimes having a sexual/sexualised element. High level of pressure on children and young people training for the arts leading to poor emotional development - vulnerable to be both victims and perpetrators of sexual harassment. My own experience of witnessing sexual harassment (low level, but unacceptable) was perpetrated by gay men - even less visible than male harassment of women.	11/13/2017 12:41 PM
89	The sector does not always have robust HR policies in place particularly in smaller organisations. Without such policies being operated routinely it is harder to raise an exceptional issue in an effective way.	11/13/2017 12:34 PM
90	Theatre is very free and easy with hugs and kisses etc so people sometimes find it hard knowing where to draw the line and when the line has been crossed.	11/13/2017 12:33 PM
91	Having clear policies and frameworks, that also consider same sex harassment. Clarity on referral to Board and senior management, which can alternate dependent on the person being harassed and the person accused. Clarity for staff on what is and isn't abuse, and clarity on when it's inappropriate behaviour. Focus on how the behaviour impacted on those concerned. Sympathetic and sensitive investigation, where details aren't shared with others, and gossip is avoided. This is possibly the most toxic aspect, leading to people not reporting harassment. Also clarity and consideration for those accused, who may not have done anything. Small organisations/teams can be subject to a range of expansive and explosive relationships which can also lead to unfair accusations, which can be another form of abuse or bullying.	11/13/2017 12:20 PM
92	I feel it is about power plain and simple. When you try to challenge you are actively discouraged from taking action or suffer the consequences.	11/12/2017 8:35 PM

## Sexual harassment in the arts

93	See previous comments. Plus: I have personally encountered so many instances throughout my career. Examples: A well known [REDACTED] curator of a Biennale known for curating younger women which I was then. What a feminist move, I'd thought. He felt me up and kissed me when I was drunk. A very very well known [REDACTED] curator who told me 'but I'm in my 60's' by way of introduction, and I said 'so is my mom'. Then I realised he meant that in a way to say that he had positioned himself as a likely sexual candidate. I don't think that I was the first or last for either of these men. They're in their 70s now, still in business.	11/11/2017 7:04 PM
94	Sexual harassment is pervasive. It is more rare NOT to be harassed. And harassment often turns into assault.	11/11/2017 6:12 AM
95	There needs to be an independent body that people go to air their grievances, receive advice and be heard.	11/11/2017 1:03 AM
96	Believe people	11/10/2017 11:49 PM
97	Many of the arts have a deeply-embedded culture, especially among the older generations, which accepts sexual harassment as not only acceptable, but inevitable. People who question this idea place their career in serious jeopardy, and people who are uncomfortable as the targets of harassment are treated as overreacting whiners. Multiple times, I have heard elder statesmen of the arts community flat-out say things like, "Well, when you get to his level, you've earned the right to act like that." (For clarity: an earlier question asked if I have "ever personally been subjected to any form of sexual harassment while working for or with an arts organisation". I have not been subjected to harassment WHILE working at an arts org, but I have lost out on two jobs for refusing to go along with sexual advances during late stages of the interview process. In both cases, I was unwilling to press the point because the men involved were powerful people who could easily destroy my career, and I was unemployed and didn't want to make waves that might jeopardize future prospects.)	11/10/2017 5:06 PM
98	Bullying as well as sexual harassment	11/10/2017 3:27 PM
99	Often even in large arts organisations the provision of HR is non-existent.	11/10/2017 3:24 PM
100	Arts organisations are no different to all industries	11/10/2017 2:23 PM
101	We need to challenge the mindset that artistic leaders are incapable of self-restraint / or shouldn't be held to the same standards as other human beings because of their 'genius' (yes, I have heard this); Star-struck boards have no place in the 21st century; The prevalence of 'not what you know but who you know' appointments blurs the boundaries of career pathways and progression, allowing harassment to become the everyday; All the above are propping up a toxic underbelly in our industry.	11/10/2017 2:14 PM
102	You can feel quite vulnerable in front of the public- we had a series of graphic phonecalls when staff featured in the papers to promote projects. Also when you are trying to negotiate or manage a situation of advantage to the organisation with a leading artist or organisation you can feel pressurised into not addressing inappropriate behaviour, not by the organisation but it feels a risk if you report it or object.	11/10/2017 2:06 PM
103	It needs to be discussed openly and regularly whereas currently there's a culture of silence and wilful ignorance.	11/10/2017 2:01 PM
104	Harassment from visitors/customers/artist is a serious issue for women who work alone. Lone working in the arts is common.	11/10/2017 1:55 PM
105	I wish I had realised that the sexist language that I objected to was a sign of a wider culture of sexual bullying and harassment. I wish that it was okay to talk about this in the workplace. Even now, it still isn't okay. Sexual bullying enables bullying and lack of open dialogue. It inhibits creativity and harms those subject to it. I am afraid there is a backlash coming against women.	11/10/2017 1:50 PM
106	artists often put in situations working with difficult client groups without adequate training, supervision, or experience.	11/10/2017 10:45 AM
107	The biggest challenge is to change a culture of disbelief amongst older, usually male, people within the arts, whose default position is, if not to disbelieve, then to minimise both intent and impact. I have been told on more than one occasion in the past few weeks that this is all getting out of hand, that men "should be allowed to be cheeky and women should be allowed to slap them down if they go too far". What is not understood is the pervasive, constant nature of this kind of harassment and abuse; that little, inconsequential comments mount up and grind you down, so that this does indeed become "normal" and accepted. Actually, I think that's it: we just need to challenge what is accepted as being "normal" and ask if that's really okay.	11/10/2017 9:54 AM
108	I have worked for art organisations but only in all female environments which has been great. Of course the imbalance there is that female labour keeps organisations going but isn't visible in the way directors and organisation leads are often men.	11/10/2017 8:25 AM

## Sexual harassment in the arts

109	none, I don't think they are particular, I think the same issues arise in other organisations. you can substitute not being challenged because of seniority or talent in a range of fields and organisations.	11/9/2017 10:58 PM
110	In performing arts particularly, (sex) harassment goes unchallenged due to the peripatetic & transitory nature of performers, artists and other workers. When you finish a job or project and move on, you don't necessarily remember or feel you are able to make formal complaints because you are there only for a set period of time. It often feels that you have more chance of being able to complain if you are a 'traditional' employee rather than a freelancer or performer. Secondly if it's from an audience or public member, you only have a small window of time to make a complaint and get that person ejected or removed from the situation & this isn't always possible.	11/9/2017 10:17 PM
111	I believe the lines between bullying & sexual harassment are closely aligned & more time & clarity is needed on this.	11/9/2017 8:52 AM
112	Any adults who work with children or youth in the arts must exercise an abundance of caution in anything they say or do while around students and be particularly sensitive to challenges artistic environments may generate.	11/8/2017 10:13 PM
113	The arts have a serious issue with power and reputation. When we see the stories emerging across the world about how abusers have hidden in plain sight, the means of escaping any punishment is their grip on the reins of power. The arts industry is so very much in thrall to various individual's reputation that many are seen as untouchable. Bullying of all sorts is absolutely rampant in arts organisations of all sizes so sexual harassment can easily be swept under the carpet in this environment. On paper, there are policies, there are training courses and there are HR departments, but anyone who has worked in an arts organisation can tell you how meaningless this is in practice. We have a terrible tendency to elevate people who are perceived to be artistically talented (or 'curatorially gifted'...) into positions of power where their ability to effectively and professionally manage people is just taken as a given. This lack of consideration at the higher levels of the industry sets the tone for a half-baked approach to safeguarding often vulnerable staff members, freelancers and artists throughout the sector.	11/7/2017 6:07 PM
114	Like reporting bullying and abuse in workplace, claims of sexual harassment can often be dismissed as being overly emotional or a troublesome employee. Also an organisation that has long term core staff and brings in sessional or contracted workers, the newcomer can often face strong resistance and sometimes open opposition to new ideas. For an arts organisation to thrive rather merely survive, change needs to be embraced by all and supported by senior management.	11/7/2017 2:00 PM
115	I think that it needs to be spoken about more and that organisations need to have training sessions for all staff on what it is and how to handle it (for all levels). I have never encountered this type of training in an arts job. I have been sexually harassed at work before (but not in an arts institution). It is very common from small things to bigger acts of sexual pressure or even violence. I think that a challenge is to educate all staff on what appropriate behaviour is and how to handle inappropriate behaviour. To stop people from being afraid to speak out, to stop others discounting others experiences and to stop other employees not wanting the hassle of tackling a situation (because someone is high up or they are concerned they will do the wrong thing). It is also changing public perception. We have a victim blaming culture in this country (especially towards women) and this is a bigger problem to solve.	11/5/2017 11:12 AM
116	In a world that abounds with male privilege and gender inequality, women are always going to be vulnerable. Subsequent jobs shouldn't be judged on ability not to make a fuss when harassment has happened - there's a huge tendency to placate the perpetrator, and further victimise the victim. Until that really disgusting attitude changes, nothing will.	11/3/2017 11:52 PM
117	Transient workforce and loose contracts of freelance engagement without employment rights leads to a 'like it or lump it' attitude from management and a fear of being seen as a 'troublemaker' for the freelancer. Risk of simply being dropped from bookings is real.	11/3/2017 8:18 PM
118	It comes in many forms, and there are often false claims from people around celebs or very sensitive people, it's easy to misinterpret, but this is exactly what real predators in the industry use to hide behind and continue to get away with their behaviour. Blanket policies don't always work because every case is different, however people in power need some guidelines so it's clear for everyone they are safe and when someone is overstepping. Smaller companies as well as large institutions need to have the same safeguards.	11/3/2017 3:12 PM
119	I believe better systems are now in place. I hope they function as intended.	11/3/2017 2:47 PM



## Sexual harassment in the arts

120	I haven't witnessed sexual harassment in every place that I've worked, but there was one particular senior member of staff who behaved in an extremely predatory way towards female members of staff. He made many women feel generally uncomfortable, with his body language and patronising way of communicating with women and I witnessed him groping young women at work parties, and post-work drinks. No one challenged him because of his seniority, he was just recognised, throughout the industry, as a 'lech'. It was frustrating that this behaviour went completely unchallenged; seen as unacceptable, but not unacceptable enough to be worth dealing with.	11/3/2017 2:09 PM
121	training programs and educational institutions are a breeding ground for this kind of behaviour. students learn it happens and see it goes unpunished and then are more likely to engage in harassment when they themselves are eventually in a position of power.	11/2/2017 10:40 PM
122	No	10/31/2017 3:02 PM
123	Sorry, these comments should have been on my previous form but it got to the end then I couldn't go back. So please don't count the earlier boxes I have ticked as you will be double counting. The other comments I wanted to make are about bullying and harassment. As well as sexual harassment there is a culture of bullying in some theatre organisations that also needs to be addressed, and the reasons that it is not are very similar to those reasons why sexual harassment is not addressed. Unacceptable behaviour in the workplace involving harassment needs to be dealt with whether it is sexually related or not.	10/30/2017 3:33 PM
124	There needs to be very clear guidelines drawn up which allow people to challenge behaviour as it happens, whether they are the subject of it or a witness to it. I have personally challenged a fellow Trustee (male) on a number of occasions about inappropriate comments to another (female) Trustee, and been made to feel that I am part of a "pc brigade" by doing so.	10/30/2017 3:21 PM
125	- Equity could outlaw romantic scenes or nudity in audition contexts. - Industry bodies with government funding or unions should be in place to create tribunals on sexual harassment, as well as support for people coming forward with allegations. - Leadership should be diversified. The way that people behave is only tolerated when only a certain kind of person is in a position to challenge them.	10/30/2017 2:29 PM
126	The key is having someone to talk to - HR must be robust enough to know that if you make a complaint it will be listened to. A little bit like bullying in schools which in the main has a clearly defined policy and is dealt with quickly, whatever the eventual outcome or consequences.	10/30/2017 1:47 PM
127	Arts jobs are in high demand (despite often being low paid) and people work very hard to get them. Arts communities are also very close knit. Challenging influential people within an organisation might not only jeopardise your current job, but you may be worried it could jeopardise your whole career. Artists are often revered as free-thinking, liberal minded, highly creative (and sometimes powerful) people who push societal barriers for their art. Some artists could use this position to exploit/abuse others in the name of 'art'. Although more women work in the arts than men (60% was a figure I heard recently - though this might be wrong) - I still see men in the top jobs for most arts organisations. Although men are certainly not the sole abusers, it would be naive to think that 'some' men wouldn't use their position of power over a predominantly female workforce to sexually harass members of their staff. I think the 'me too' campaign revealed just how widespread abuse in our society is. The arts will not be exempt from that.	10/30/2017 1:34 PM
128	Arts organisations often deal with many temporary or seasonal staff, artistic temperaments which are indulged, groups of people working unsociable hours and used to socialising together late at night and different layers of hierarchy. This could lead to more opportunities for harassment, more potential for "grey areas" and unsureness of who to turn to, a likelihood of untrained staff and an atmosphere where everyone wants to be happy and positive and not rock the boat.	10/30/2017 12:36 PM
129	Music/late night gigs means that the lines between work and social life get blurred and being inappropriate is disguised as 'banter'. When it's the CEO in a relatively small organisation, where everyone knows it happens there's no-one to turn to and nothing to do but leave.	10/30/2017 11:48 AM
130	I think public statements and well written policies will be all many organisations will do, I feel very cynical that anything will really change. A few high profile scalps and we might think it's solved but I think this runs deep and as long as there are people desperate to work in cultural and artistic organisations for little to no money in organisations run hierarchically, this behaviour will continue.	10/29/2017 8:45 PM
131	Given the often informal nature of work, it is easy for lines to be crossed. It's important that people feel able to vocalise their own boundaries and that organisations set out their responsibility to arts workers in relation to sexual harassment. I am fortunate to not have experienced harassment in a work context but I know this is rare.	10/29/2017 1:55 PM

## Sexual harassment in the arts

132	It feels like a tipping point has happened and that all men and women that behave inappropriately will think twice/avoid inappropriate behaviour - a) because this poor behaviour has been brought to light and clearly identified as unacceptable and a misuse of power and b) it has given women, particularly young ones new to employment more confidence that they will be supported by employers/the general public if they challenge or formally complain about any misbehaviour.	10/29/2017 12:48 PM
133	Historically this has never been taken seriously as an issue and its only now it in national press and media its being discussed. Art involves personal taste and decisions around recruitment of specialists that are within a tight knit small professional sector there is often blurring between professional and personal interests and many arts professionals personal time and lives are intermixed in the industry including sexual and family relationships. As such the sector is like a family that also has disfunctions that are somehow a culture and inadvertently accepted as in sexual harrasment or assault..or innapropriate behaviours or professional relationships within the workplace.	10/29/2017 8:31 AM
134	From my experience, it is at epidemic proportions, it is everywhere and constant, young women in particular are in constant danger of harassment and abuse from older men who are taking advantage their position over these women.	10/28/2017 5:26 PM
135	The arts sector has a reputation for being particularly liberal, and some abuse this by using it as an excuse to behave inappropriately with colleagues. If one is ever called out on it, they can claim "It's theatre, darling, that's just how I am with everybody", and the victim is made to believe that they are being a killjoy by objecting. The industry is also utterly saturated. Therefore, if you won't put up with being mistreated, there are dozens of others who will for the sake of a paid contract.	10/28/2017 5:18 AM
136	I think the Colleges might need to make sure young women have counsellors available, and preferably more women on campus than they used to have. Literature on S.H. can be provided by the student's Union as well offical College/ Uni booklets. These events can have long term consequences on young people. Guidance for colleagues that is confidential should be there too. Most work situations and colleagues have not been sexually harrassing for myself, but sexist attitudes can sometimes be intrude or block . One of my Colleges was in the country, the other two in a city. I have not described all incidents, such as the Tutor who grabbed my breasts every time he saw me, with a cold hard look on his face. This was in public, and totally confusing and humiliating for me. No-one dared rebuke him, although I noticed one other tutor seemed to glare at him. Later when working I attended adult classes in the evening, at a top College and local classes, where I was amazed to discover fantastic Tutors with very caring and helpful ways. They helped me forget the past. Some of my Art co-worker males have been very wonderful people as well.	10/28/2017 12:53 AM
137	Its like any other in the sense that you want to rise up in your field and have to get past the gate keepers.	10/27/2017 5:45 PM
138	I think there is a general expectation within the arts that working for something you are passionate about means that you should be willing to trade off some of the protections you'd get from a 'normal job' - whether that's foregoing pay, working ridiculous hours or putting up with sexual harassment. The sexual harassment that goes on in certain areas of the arts (comedy is particularly bad in my experience) is the kind of thing people haven't had to put up with in other contexts since the 1970s. Hopefully we can begin to address this properly, but it is shocking how far behind the arts is on some basic working protections, especially for an industry that is supposedly progressive.	10/27/2017 5:29 PM
139	Unless the perpetrator is dismissed, it is hard to continue to work in an arts environment on stage after a formal complaint..so one tries to keep the temperature down and avoid escalations I think	10/27/2017 3:30 PM
140	Element of 'luvvie-ness' can mean that more tactile behaviour is the norm so a complaint would have to be brought with indisputable evidence and witness that it went beyond normally-accepted levels of familiarity.	10/27/2017 2:50 PM
141	Having the resources to deal with incidents. Like many HR issues may not be dealt with as a priority. People in positions of power. Word of mouth also a factor, people might not be taken seriously or feel ashamed because the "should have known".	10/27/2017 2:12 PM
142	Women are underrepresented in leadership/senior roles - greater presence might help reinforce equality. Men need to see women as their peers, not people they can exercise power over and touch/speak to however they would like to.	10/27/2017 1:53 PM
143	Many arts organisations have very limited funding which often means HR is lacking as they do not have the financial or time resource to arrange this. This makes it harder for organisations to establish strong HR practice. It should be mandatory form companies to have Sexual Harassment policies. Managers need to be trained on how to prevent, identify and respond to these issues.	10/27/2017 11:08 AM

## Sexual harassment in the arts

144	There needs to be a clear support pathway for people to follow if they do come across harassment. Perhaps a helpline where people can go to for confidential advice. It is hard to know what exactly your rights are and where you stand.	10/27/2017 10:40 AM
145	We must be more open as to what happens in the rehearsal process to keep others safe. Training and policies should be mandatory. Also, policies should be implemented. Too often are they written but no further action is ever taken beyond its creation.	10/27/2017 10:23 AM
146	Northern ireland is a very small place - turning him down meant i didn't get any more work for that organisation until he left several years later. If i had made a complaint against him it would have been his word against mine - he was sixth floor and i was first! he was head of dept and i was an intern at the time. It was twenty years ago but i've since learned it happened to many others. the awful thing is i look at the women (all women!) who did get jobs in that dept in those years and wonder... did they? eek. awful all round. these days i work for a very small organisation rather than that huge one - and if something happened now i'd just leave - it would be so close and personal and there would be no other way - whether or not i reported it - anyway now i'm senior myself i think who would i report it to? the board wouldn't have a clue what to do! more likely to be someone on the board anyway!!	10/27/2017 9:29 AM
147	A lot of men at the top and a lot of young women coming up through the ranks.	10/27/2017 8:54 AM
148	The challenge comes from the photographic industry being being very male orientated at management level and above. What is and has been the norm will continue. Until woman have an equal standing and the generation of men who think this is 'ok' to act in this way have expired, we will still have to suffer in silence.	10/27/2017 7:12 AM
149	my experience not only derailed my career it almost derailed my life. Speaking out is not always a possibility and the process can be an insidious process that leaves you feeling complicit.	10/27/2017 5:29 AM
150	It needs to be addressed and not ignored. In future, as a female I will speak up/report anything I might witness.	10/27/2017 12:30 AM
151	The uncertainty of fixed term / 0 hour contracts means that calling out sexual harassment increases anxieties about future employment if they are not believed. The stigma attached to calling out harassment means that women don't speak out for fear of being singled out as a trouble causer.	10/26/2017 11:17 PM
152	Harassment allegations need to be taken seriously. Appropriate action needs to be taken. A forced apology from the perpetrator will not suffice.	10/26/2017 10:43 PM
153	The majority of successful, long stnsing arts irganations are run solely by white old men who still think we love in the 50s and that young women are there at their pleasure. This is not the case.	10/26/2017 7:39 PM
154	Power, as everywhere - professional AND artistic hierarchies Intimacy of some creative situations Blurring of personal and professional life - work is also social Long & late hours	10/26/2017 6:45 PM
155	Arts organisations want to look fun to work in. Having a zero tolerance approach can make people scared to have fun for fear of overstepping the mark. E.g. the word "darling" is in common use by theatre professionals. But is this patronising for a man to say to a woman? Years of cultural history about acceptable standards need to be re written	10/26/2017 3:40 PM
156	Commercial galleries are also a place where I've experienced low level sexual harrasment - older wealthy male collectors want to be courted. You'll often find a hand on the small of your back or receive a proposition but you feel you need to keep them happy and in good favour to get a sale and not rock the boat.	10/26/2017 3:13 PM
157	Feelings about a 'creative' environment and one of informality and playfulness can if not made clear blur boundaries in people's minds and they find ways to excuse behaviour.	10/26/2017 2:53 PM
158	Any organisation should seek to protect the victims of abuse. However, the message that is loud and clear at present is that organisations would prefer to suppress allegations of abuse to prevent damage to reputation. Bullying and harassment is endemic in Arts Education. People are afraid of reporting for fear of losing their jobs, or not having contracts renewed, in particular those in hourly paid lecturing posts.	10/26/2017 2:23 PM
159	its endemic in the arts - I had to leave even now i'd be worried about standing up and confronting this - I have multiple deprivations, as it were, and I'm finding it hard to get another job where I don't have contact with this person - can't imagine how hard it would be if I had stood up - impossible I'd say - its about the power of the large arts organisations in the UK in the end its made me want to leave the sector although. I was interested in social change not abuse that seems to be legitimised by big stages !	10/26/2017 2:20 PM
160	It's in every industry	10/26/2017 1:03 PM

## Sexual harassment in the arts

161	Often based on relationships, boundaries are often blurred or transgressed - while things are going well it seems acceptable if not necessary to get the work done, but when things take a turn for the worst, systems and structure which might protect all parties can be a challenge in small organisations. These challenges can often be used as part of the harassment — but placing the burden of the pain and problem on the one being harassed.	10/26/2017 12:20 PM
162	From many conversations sparked by my own experience in the workplace, bullying happens across many sectors. You frame your questions as 'sexual' which is one particular expression of a bully. For example, Harvey Weinstein is being accused of other intimidating tactics which should be included.	10/26/2017 12:17 PM
163	Same sex harrassment is not recognised.	10/26/2017 12:14 PM
164	I have not experienced any such incidents in my current workplace but did in a previous role for another arts employer. The incident (verbal harassment and inappropriate touching) was not isolated as the same behaviour had been experienced by three other people in the same organisation, including a member of the governing body. It was not reported formally but as the harasser held an informal stakeholder position it was brushed off as 'you know what X is like'. This was many years ago and I'm sure would be handled differently now. Arts organisations face a challenge common to many other organisations dependent on external funding, stakeholders and partnerships to stay viable and there can exist a culture of tolerating what can be seen by some as 'non-serious' harassment in order to keep senior figures on side. In turn the senior figures/stakeholders can feel that the arts world is more liberal and 'touchy-feely' than the world of business, for example. Some people may feel that inappropriate language and touching is somehow more acceptable in the arts field and that it would be perfectly appropriate to counter anyone who challenges such behaviour by asking them to 'loosen up' or check their sense of humour.	10/26/2017 12:07 PM
165	In general, we have small organisations, struggling on shoestrings, with little support to develop organisational systems. Many freelancers come and go; many externals come and go, including audiences. Major companies with HR centres have a very different set up with distinct individuals outside the normal work networks to go to; arts organisations will tend not to have this. The problem should therefore be solved collectively and collaboratively. How about HR services shared across network of local arts organisations, allowing for strong, clear policies and a safe independent space to report and deal with harrassment or other complaints?	10/26/2017 11:36 AM
166	For theatre, it starts in drama schools. The power structures there are immense. I think you are at your most vulnerable when you leave drama school because you have learnt that if you speak up you are punished; if you get a reputation for being 'difficult' you will not get work. Women are told to lose weight, to be attractive, to expect less than the men: less work, less success, less of a voice. We are set up for being abused right at the start, and we are taught to accept it.	10/26/2017 10:35 AM
167	Arts organisations often don't have HR departments - there is no one to appeal to. In my experience perpetrators seem to think they can do what they want because they are unique / talented etc and not bound by normal rules of society.	10/26/2017 10:34 AM
168	No	10/26/2017 10:25 AM
169	It's not specifically an arts organisation problem it's endemic to the culture. We live in a very sexualised and sexist culture. Men are largely valued for what they DO, women largely for how they LOOK. The work women do/ make may be more likely to be valued now than 20 years ago but her appearance/ presentation is still a huge consideration. As a women it is so common to have to 'put up with' every day low level harassment that it seems normal. A piece of 'work' presented by a relatively unattractive and somewhat egotistical or arrogant man will probably do far better than the same piece presented by a woman with similar qualities.	10/26/2017 10:07 AM
170	Gender harassment is a large problem in the sector which can lead to sexual harassment.	10/26/2017 9:56 AM
171	No	10/26/2017 9:42 AM
172	I do think that talent is seen as an overriding factor. We often talk in terms of seperating the behaviour of the person from how we feel about their art, especially if they are viewed as a genius, such as Polanski or Dali. Perhaps it is time to question our willingness to do that.	10/26/2017 9:24 AM

## Sexual harassment in the arts

173	<p>This is a very complex and tricky area. For example, I work in dance where, in a training situation, it is virtually impossible for a teacher to teach and a student to learn without touch being involved. It would be counter-productive if touching were to be banned in dance classes but how do we know where to draw the limits of what is acceptable? Asking every time before touching, as I understand is the 'rule' nowadays, seems unnecessary and burdensome to me. When I was a student, there were a small number of blatant infringements (from a male teacher to male students, in this case) but those were few and far between. How do we know where to draw the line? Also, whilst it's important for perpetrators to know that their behaviour is not acceptable and for victims to gain confidence to speak out, it's important not to police this too heavily. Context has a part to play. Recently, a young man I didn't know gave me a compliment about the dress I was wearing. We were in a theatre, part of the same audience and was said in passing. The compliment was given genuinely, with good humour, and I accepted it as such. The comment was made at the right time, in the right place, with the right attitude. In another context, it may not have been acceptable but in this situation, it was. It's also worth remembering that he was a young man and I'm an older woman. I'm not easily intimidated and I know the ropes. I'm aware that not everyone is in my position.</p>	10/26/2017 9:12 AM
174	<p>In the performing arts challenges relate to the nature of the work, night time working, tours, travel, sharing accommodation, attending 'social' events drinks receptions/launches/meals as a regular part of your job. Management of arts organisations putting up with unacceptable behaviour from artists as the organisation are under so much pressure to achieve artistic aims. Pressure on artists to gain work and therefore a reluctance to complain or even share concerns.</p>	10/26/2017 9:06 AM
175	<p>The imbalance of power needs correcting . Everyone has a right to feel safe and protected at work .the same rules should apply fir the arts as any other profession .people should know that it is unacceptable to take advantage of their power in the work place .</p>	10/26/2017 9:02 AM
176	<p>I can only speak from my position as a freelance musician. We often feel we have no rights in these circumstances and you can feel very vulnerable. If you say something you are not sure whether you will be believed and whether it might result in losing your job/damaging your reputation. If you say nothing you are 'allowing it to happen' and potentially making it easier for this person to do the same to someone else. This particular case was a well funded but small organisation. In my opinion freelance artists need better protection and information about how to handle these circumstances. It should even start at college, before you go out into the field and have to figure it out on your own. The more inexperienced you are the less you know about how to handle potential situations like these.</p>	10/26/2017 8:55 AM
177	<p>Part of the challenge in resolving sexual harassment is to address the sexual objectification of women in cultural contexts including cinema, television, dance, photography etc. I'd like to see a pre-purchase disclosure on all works that include female nudity, which allows the potential viewer/audience member to make an educated guess as to whether the nudity will be gratuitous, and then make an informed choice as to whether or not they wish to then pay to see it. As long as we keep paying to see gratuitous female nudity, arts professionals (pop culture cinema and TV especially) will keep making it. I'd like to be empowered to vote with my wallet.</p>	10/26/2017 8:54 AM
178	<p>Will anything ever change if people are intimidated and threatened by lawyers by people who have money and power to challenge the accuser .....they love nothing better than seeing you taken down because they have the money to do so.</p>	10/26/2017 8:53 AM
179	<p>Look at the culture as a whole, change needs to happen from the inside, starting with the attitude towards artists.</p>	10/26/2017 8:23 AM
180	<p>The idea that the arts are 'libertarian' means that some behaviour is seen as fun and open rather than offensive. More sleazy than criminal.</p>	10/26/2017 8:20 AM
181	<p>We often tolerate this behaviour under the umbrella of 'that's his personality - he's one of the lads ... It isn't acceptable and needs to stop. We should feel safe at work and when we raise a serious complaint we need to be heard and perpetrators treated the way it is stated in the policies not protected and policies ignored because of who is committing the inappropriate behaviour.</p>	10/26/2017 8:14 AM
182	<p>A culture of entitlement in senior males and in an environment on the creative side - particularly in theatre and dance and film - where a wide range of intense emotions are properly explored</p>	10/26/2017 8:07 AM
183	<p>I wish there would be a real organization taking care where people would feel save to talk about their cases and the organization would have a powerful voice. I feel that we could use unions in the arts that would protect our our worker's rights.</p>	10/26/2017 7:47 AM
184	<p>In the case of performing, harassment is explained away as "rehearsing" or "improvising". Everyone laughs about "artistic temperaments" as if that's an excuse for an abuser being unable to stop themselves from being an arsehole.</p>	10/26/2017 7:34 AM

## Sexual harassment in the arts

185	It should be a requirement of public funding to behave appropriately and for organisations to have appropriate policies in place that are acted upon. Arts Council should act when they hear of sexual harassment as they have influence on boards of trustees.	10/26/2017 7:12 AM
186	In the case cited, this was an independent director/producer who was in complete control of the project. There were no related authorities to report to and at that time no functioning union [note the incident was in South Africa]. This has since changed and SAGA has filled the gap and is working on policies around sexual harassment.	10/26/2017 6:07 AM
187	In it across society not just the arts - can we focus on that rather than a weird gloss of celebrity Everyday boundaries are crossed but when it's one word against another and there's limited proof / evidence or a 'smaller' abuse it is very hard to feel confident reporting it	10/26/2017 2:39 AM
188	As an actor I feel that my concerns will not be addressed fully as I have witnessed in the past people simply get away with it and continue to work within the arts even after they have repeatedly offended.	10/26/2017 2:38 AM
189	As mentioned above, perpetrators can be friends or part of strong friendship groups, tied together by a culture of artistic production related socialising which no one wants to see disrupted	10/26/2017 1:31 AM
190	No.	10/25/2017 10:16 PM
191	This has been an institution for decades	10/25/2017 10:09 PM
192	As somebody in a junior position, once you get your foot in the door of an arts organisation, you don't want to say or do anything to jeopardise that. In my case, the perpetrator systematically groomed me into believing that he was the only person who could advance my career, and he would open doors for me to make sure that I was given opportunities. This was clearly false, however is an easy trap for young, impressionable people to fall into.	10/25/2017 10:08 PM
193	Smaller arts organisations don't seem to have policies in place to safeguard against this and to deal with it when it happens.	10/25/2017 9:55 PM
194	This is a wider societal issue. You only needed to look at social media and the MeToo postings to see the scale of the issue.	10/25/2017 9:19 PM
195	Alluded in previous sections	10/25/2017 9:10 PM
196	recognising that certain 'ways of working' within the creative process of performing arts can enable and even facilitate behaviours that would clearly be considered as sexual harassment in other work contexts.	10/25/2017 8:51 PM
197	Feeling that the usual rules don't apply to them. Blurring of professional / personal boundaries due to long hours, late nights, time spent together travelling, in hotels etc. Isolated workers removed from support systems, easy to lose perspective about what is appropriate. As mentioned before, junior members of staff are keen not to rock the boat so as not to jeopardize their career, and also want to 'fit in' which makes challenging inappropriate behaviour difficult. The 'celebrity' culture does not help.	10/25/2017 8:37 PM
198	Sexual abuse in any form is about power and control the only difference to domestic or sexual violence is that is not an intimate partner but someone who holds the power in terms of your career i.e. promises the earth or implied threats about holding you back	10/25/2017 8:16 PM
199	Some organisations are very small which would make it hard to keep issues confidential and ensure people affected are able to work separately while an issue is investigated.	10/25/2017 8:06 PM
200	I have recently become much more aware how daily life is rife with sexism and sexual harassment for women, which is bound to affect arts organizations too: they are not islands of idealistic purity, but places of energy and creativity, reflecting life both on and off stage.	10/25/2017 8:00 PM
201	The arts can be all consuming as a workplace, and to young professionals it can be hard to define any boundaries between yourself and your work. In this environment overwork, low pay, poor work life balance and poor separation of your identity from your professional life can be positively encouraged or at least allowed to go ahead unchecked. In environments like these, lower level sexual harassment can also be normalised as somehow part of the working culture ('we're all just so open here! Why would I filter myself when talking to you!?) In my experience it's only after moving on from a theatre company I was able to gain the perspective that my managers behaviour was proprietary and that he frequently sexualised me, or our working relationship in ways that amounted to harassment. I just knew I felt uncomfortable but thought it was my issue.	10/25/2017 7:28 PM

## Sexual harassment in the arts

202	I haven't had harassment. I've had an awful lot of lower level sexist behaviour especially when I was younger - comments designed to trivialise my views, being ignored, my comments having no value until repeated verbatim by a man. I wouldn't consider this harassment but it does contribute to an environment where women's voices are not valued and therefore where harassment can occur.	10/25/2017 7:21 PM
203	A person in a position of power in an artistic way, such as the star of the show, knows they are in a strong position, and people will always try to keep them happy as the whole economic relationship of star/show/audience/venue is intrinsically linked. In this way they can push the limits and abuse their power.	10/25/2017 7:03 PM
204	I've been harassed in other professions but I've always found the arts to be a safe space where I have never felt harassed sexually. Those organisations I've worked for may have many other faults, but sexual harassment has not been one of them - genders have treated each other with respect creating a 'neutral' environment	10/25/2017 7:01 PM
205	It is not just the obvious incidents of sexual harassment that are the issue it is the smaller acts of everyday sexism (which I have encountered numerous times by both male and female colleagues) that create an environment which paved the way for the larger incidents.	10/25/2017 6:47 PM
206	They will often look after their own reputation rather than stand up for an individual	10/25/2017 6:46 PM
207	If you are going to publish the below. Please publish this in its entirety or not at all: I don't know whether to call the below behaviour sexual harassment. It has however felt at the times it happened oppressive and an affront to personal dignity. I think that what I describe below as personnel experience may be also seen by some as a difficult to codify as sexual harassment . I have however experienced behaviour that could be seen as derogatory to myself or other people of my gender. This gender being in a minority within these varied arts organisations I have worked for. Being called, " Darling." "Sweetie," " Lovely" and " Honey" by a number of peers or individuals of seniority or others in positions of relative power. Also jokes and remarks concerning my gender being in a minority in some (But not all.) arts organisation settings I have worked for. Though I often feel in these cases that the expectation from those individuals who display this behaviour is that I " take it on the chin." I myself would never make such remarks or behave in this manner to anyone regardless of their gender in any work setting. Sometimes, I have felt at times that such behaviour: ( Whether these individuals who are presenting it are aware of the impact it has - ie such comments and attitudes are unconscious bias and not "deliberate" acts on their part.) was to put me in " my place." I feel that this overall imbalance of gender within certain sectors of arts organisations is the root of why such potentially pernicious behaviour goes unchallenged in such workplaces.	10/25/2017 6:43 PM
208	Whilst I haven't suffered any sexual harassment myself, I am aware of instances where this, to some extent, has taken place. I think I have already outlined challenges in previous answers, economic dependencies, friendships, closeness, general imbalance between men and women in positions of power, large number of 'freelance' contracts with little or no rights in comparison to 'employment'. I also feel that predatory behaviour in general is still encouraged in arts in terms of success, hierarchies of management rather than more democratic structures.	10/25/2017 6:36 PM
209	Men in power get away with anything they choose to do	10/25/2017 6:26 PM
210	It made me feel sad to have been subjected to harassment. IT still makes me sad, 12 years on. But sad too, to still see such endemic sexism in the arts - especially in terms of representation and plays put on/writers/performers. It's part of a much larger problem.	10/25/2017 6:08 PM
211	When a department is mostly staffed by men there can be a 'blokey' 'boys will be boys' mentality and sexism and sexually suggestive language is rife as they show off in front of one another and are 'egged' on by each other. I have experienced this at 5 different organisations. One of which permitted male staff to have nude images of women on lockers in a mixed changing room- this was well known by their line managers	10/25/2017 6:07 PM
212	It needs to be dealt with from the outset. End of, nipped in the bud, stopped.	10/25/2017 5:55 PM
213	Very often there is a culture of pandering to an artist/director's whim, and not to challenge this lest they get upset. This leeches into various departments (marketing, finance etc) as well as just the artistic team. I think this plays a big part in why assaults go unreported, particularly amongst performers. Similarly, because the industry is notoriously difficult to get into, a lot goes unsaid because people worry that once they've got the position they want, they can't say anything that might jeopardise that position. There's a very clear message that you are replaceable, if you won't tow the line then there are 10 other people lining up who will do your job quietly. In my experience this goes for performers and admin staff.	10/25/2017 5:35 PM
214	In times of short term contracts people in powerful positions are able to abuse their power freely.	10/25/2017 5:20 PM

## Sexual harassment in the arts

215	i think there has been some progress in attitudes of non-acceptance, but more needs to be done to say that it is absolutely not acceptable in any shape or form, and to encourage positive behaviours.	10/25/2017 5:11 PM
216	As a woman, I have never experienced sexual harassment at work in the arts. I have experienced it in another sector and in public, but feel lucky to work with organisations where I feel safe and treated with respect. I have received a small amount of sexism in my work, but that has not been from staff in arts organisations. (From security firms working on our events). I am interested to hear the results of this survey to find out if sexual harassment is commonplace in the arts.	10/25/2017 5:04 PM
217	It's often assumed that everybody who works in the arts is liberal/progressive. This is no bad thing, but as we have seen with Harvey Weinstein, it is all too possible to talk the talk of feminism whilst secretly using your position in a liberal industry to gain private access to women who trust you. The assumed progressiveness of the arts and cultural sector also makes it harder for women to come forward and feel like they'll be believed: it's tempting to think, wishfully, that 'it couldn't happen here', and in so doing to diminish the seriousness of sexual harassment and assault by dismissing reports of it. Awful as these reports of sexual harassment and assault have been, it is my hope that women will see that the arts industry is no longer prepared to stand by abusers, to brush their stories under the bulging carpet, and that victims can come forward, when they're ready, and be taken seriously.	10/25/2017 4:53 PM
218	Some of the challenges include the fact that the making of music includes drawing on the public expression of passions and intimate feelings. It can make an artist more vulnerable than others to assumptions. Also that meetings with collaborators can take place alone in non-institutional settings. Good collaborations usually include the sense of a very personal and intimate connection between the musicians. assumptions can be made.... Another problem is that the awareness of the extremely harmful effects on victims of sexual harassment hugely varies in different countries around the world. It is still normalized in many other countries, especially in Asia and even in Europe. The field of classical music is dominated now by students from Asia. Women are taught very early on that they are expected to submit to the sexual wishes of men especially if they are ambitious for their careers. Cultural mores differ. It does not mean that it should be tolerated here or anywhere else. More needs to be done to educate people in a very explicit way about these issues. I know that Juilliard has taken very active steps to change this culture. [REDACTED]. Most conservatories have not.	10/25/2017 4:52 PM
219	In relation to your previous question, it's probably worth noting I am male. I do worry that we obsess over artistic freedom at the expense of making people uncomfortable. It's a very short term attitude to have. I feel HR departments in large arts organisation should do more to work alongside artists in developing strategies for holding artists to account from an ethical perspective.	10/25/2017 4:46 PM
220	Generally in my experience the perpetrators are usually either artistic directors / senior management or actors and directors. Therefore they are either in a position of power or 'the talent'	10/25/2017 4:36 PM
221	Old boys network. It's normal for them. If more women were in senior positions within opera (my field) this would be a priority but unfortunately women are still not equally respected artistically within the field. It is high time there was a major change.	10/25/2017 4:33 PM
222	Sometimes in small arts organisations you can be physically isolated and easily preyed upon. There may also be less unionisation and awareness of equalities within small organisations.	10/25/2017 4:32 PM
223	The issue I have seen go unchallenged is discrimination (on grounds of gender/ sexuality/ ethnicity) . It's a particularly challenging environment for BAME women. And bullying is rife - and always unreported. In fact it was seen as a bit of a rite of passage - to have survived working with that power-mad director or that vicious, vindictive producer. It's only now that I see people standing up for themselves and saying they won't accept being treated poorly.	10/25/2017 4:27 PM
224	i have yet to see or hear of anything happening at all	10/25/2017 4:24 PM
225	I have not worked for or with an arts organisation. However, as an independent artist I have experienced sexual harassment from fellow arts professionals.	10/25/2017 4:23 PM
226	I have not personally been subjected to sexual harassment but there have been instances where I have felt uncomfortable and intimidated by a director of an organisation when starting out in my arts career. I have witnessed intimidating behaviour by the same director and witnessed what I think would be classed as sexual harassment towards a colleague. But the general feeling from colleagues higher up who report to him was that 'that's just the way things are', 'he's just affectionate', 'he doesn't mean any harm by it' etc. On one occasion, the said director did address his unusual workplace behaviour and apologised. There is more extreme behaviour out there as we've seen in the press but there was a clear pattern of this behaviour directed to young women from a male director in a position of power which was not necessarily directed towards the men who worked at the organisation.	10/25/2017 4:23 PM



## Sexual harassment in the arts

227	Smaller organisations where people are both socially and professionally connected represent particular challenges regarding dealing with sexual harassment.	10/25/2017 4:21 PM
228	systemic gender bias	10/25/2017 4:17 PM
229	Only to repeat that I do not think that the arts is unique in this. Any highly competitive environment will be open to this kind of abuse from senior figures. But more transparency and open procedures etc as well as guidelines for directors, designers and wardrobe staff working intimately with actors, dancers etc should be strengthened to assist the individual to feel safe. Privacy should be respected and more professional guidelines in place.	10/25/2017 4:17 PM
230	very difficult to deal with this correctly in an atmosphere where stars are so valuable (commercially) - that was certainly the case 20-30 years ago. Now it's more difficult potentially for the stars because one accusation (which may be unfounded) can destroy their career and reputation although nothing is proven.	10/25/2017 4:15 PM
231	The worrying stuff I hope will die out with the generations for which this sort of thing wasn't considered a big deal and just a bit of harmless fun. But then there are much younger and much more dangerous perpetrators, like [REDACTED]	10/25/2017 4:14 PM
232	There's a huge amount of competition for jobs and this might lead to someone being in a position of power.	10/25/2017 4:11 PM
233	Success in the arts is so dependent on pleasing the public. Pleasing one's mentor or superior seems so natural but so open to abuse in unethical hands.	10/25/2017 4:10 PM
234	The conversation needs to be taken up by men. Its largely women calling it out at the moment. Men need to own their own inappropriate behaviour and we all need grown up conversations about the fact that because our work involves intimacy and emotion we need an even stronger sense of boundary and respect than other work places - not less!	10/25/2017 4:09 PM
235	Gender inequality in the arts means that quite often, men are in more powerful positions and are supported by other men. Women have to fight for opportunities, these will be jeopardised or even removed if they speak out. There needs to be strict rules on behaviour and conduct, what's acceptable and what isn't - these need to be understood, addressed and monitored. I've also known of numerous incidents where men have been sexually harassed by men that is never talked about for what it is, it's joked about. We also need additional safeguarding for LGBT performers, as I've heard of lots of very toxic rehearsal room environments for performers who are LGBT.	10/25/2017 4:08 PM
236	I would say the arts suffers from the same other issues as other areas of society in that the people in power are largely white upper/ middle class men for whom the concept of not getting what they want is very alien. If more arts organisations were more reflective of our society and had more ethnic and gender diversity I believe these kinds of issues would not be happening. (This isn't to say that women/people of colour can not only be perpetrators but I do think this is a factor)	10/25/2017 4:07 PM
237	I am a freelancer, always on short-term contracts. Nobody wants a reputation for being "difficult."	10/25/2017 4:05 PM
238	My particular instance of SH was nearly 40 years ago - I hope that we have educated children to counter that sort of stuff nowadays and if we haven't then we have failed badly	10/25/2017 4:04 PM
239	There is a serious problem in the ballet world.	10/25/2017 4:02 PM
240	When I started out as a young woman in technical theatres 20 years ago, there was not as many woman working in this environment as there is now. I would like to think that the predatory males who were around when starting my career are far less and far between. Having a clear policy for all to be made aware of or on staff notice boards so people know where to go is very important, as depending on your relationship with your line manager this may not always be an obvious route for you.	10/25/2017 4:01 PM
241	The hothouse environment that accompanies much making of art, the often passionate natures of those involved, and the fragile, subtle balances of process for creating great work conspire to forge strong bonds between collaborators but also, on the flip side, potential abuses. Many stay quiet when bullying and harassment occur as they fear offending a power player and losing work as a result. Many women handle regular harassment situations with practised skill and don't want to expend precious energy or give further oxygen to these by reliving/reporting them. So the perpetrators are rarely called out. And the notion of "great art" obscures it all, making all kinds of bad behaviour somehow worth it, as long as the art is good.	10/25/2017 4:01 PM
242	It is as widespread as in any other sector and yet so much blindness and/or acceptance of it. I later discovered that my perpetrator had behaved similarly with many other women. He still works in the sector.	10/25/2017 3:57 PM

## Sexual harassment in the arts

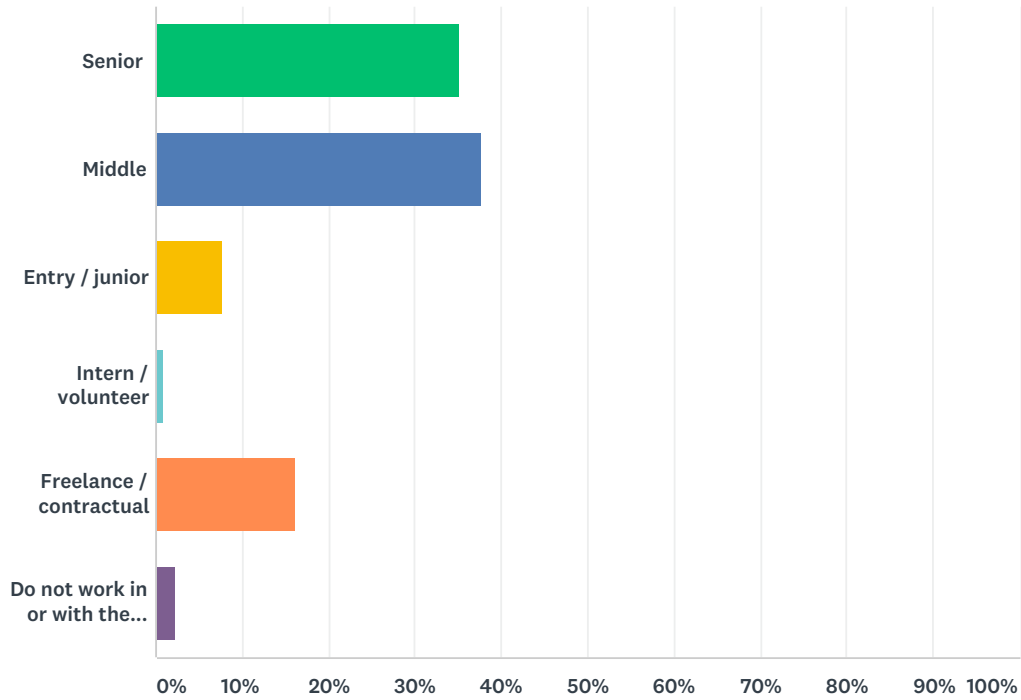
243	Same as other organisations: victim's fear of speaking out and a lack of confidence in effective resolution, based on historical lack of action. Long standing patterns of behaviour, including power structures. Worth exploring the impact and implications of the Garrick Club further: the continuing of exclusion of women members must surely be indicative of the attitude of members, many senior, influential and connected within the industry, to women within the industry.	10/25/2017 3:56 PM
244	They need to admit it is happening in their organisation. It's not something that happens to other organisations. And take action! Simple as that.	10/25/2017 3:54 PM
245	Self employed arts workers face challenges of being in the 'precariat': their contracts may not be renewed, they are 'only as good as the last job'. Women fear getting a reputation as a 'difficult' employee if they complain, which may reduce the job offers; as it is, all self employed arts workers tend to 'go the extra mile' to please commissioners and participants, so women do this in spades. There's lots of research pointing out that women are less confident at asking for good levels of payment than men: in this precarious context this becomes more significant and lower pay signifies less power and greater vulnerability to abuse, particularly since men dominate senior management. There is no or very little support to develop one's own arts practice. This is particularly difficult for women who develop their careers later than men because of family commitments, meaning that they may be seen as 'hobby' artists or not so serious, or not in need of a living. Sexual harassment is ubiquitous in society and the arts are not exempt but in addition there is a culture of sexual edginess which suggests that people who don't 'go with the flow' of unboundaried sexual behaviour are not 'cool' or serious about their art: this is unlikely to benefit women.	10/25/2017 3:53 PM
246	Transitory nature of employment - e.g. It's easier to wait for artist contract to end than to tackle their behaviour during the few weeks they work for an organisation. If the talent is wanted e.g. For good box office then behaviour is overlooked/ ignored.	10/25/2017 3:52 PM
247	No	10/25/2017 3:49 PM
248	I think it is important that all arts organisations develop a sexual harassment policy, in line with all other required HR policies and best practice. For performing arts companies / organisations - it is important that a bench-mark code of acceptable behavior is developed, especially when working / employing younger performers. And it is therefore important at board level, that directors/trustees are made aware of their legal and other responsibilities, and also to encourage discussion in advance of a situation.	10/25/2017 3:47 PM
249	I wish I'd done things differently but I still think I would've been fired for being a nobody accusing a "name"	10/25/2017 3:46 PM
250	This is still an obscure area to travel in. I believe there's a lot of judgement and prejudice against people who report sexual harassment/abuse in arts because, as I mentioned before, this is such a tight (and somehow incestuous!) community.	10/25/2017 3:44 PM
251	As stated before, there are practices that are difficult to challenge while the majority of senior positions are held by men.	10/25/2017 3:40 PM
252	Lack of flexible working and HRM support means that women may often be forced out of the workplace before reaching senior positions. Although, of course, this is not always the case, this can create a situation where there are lots of more junior women and lots of more senior men. This distorted power balance is exploited over and over again, and until the arts looks seriously at its issues with female employment (the gender wage gap is wider across the arts sector than the UK average) then I doubt this culture will change.	10/25/2017 3:39 PM
253	As the arts are generally represented by individuals being very individual, there is sometimes little regard for professional standards.	10/25/2017 3:25 PM
254	There is a hideous problem with nepotism going on in the arts which means that when people behave badly or inappropriately it is simply brushed under the carpet as the offender is usually a friend of a person who is in a position of power within the organisation. Arts organisations and those leading them should be scrutinised much more about their employment records and who they are employing.	10/25/2017 3:24 PM
255	Arts organisations can often be without a lot of the more formal rules and regulations that other organisations have, so there is often no obvious route to take when you are facing sexual harassment. People are also traditionally more open and informal with each other and it can be very difficult to know yourself when someone has crossed a line, and similarly hard to explain this to others and get them to believe you.	10/25/2017 3:20 PM
256	It is still the case that often trustees are known to senior members of staff as social friends and this adds a layer of difficulty in complaining about any inappropriate behaviour	10/25/2017 3:14 PM
257	I - personally - don't think misogyny is as wide-spread in the arts/cultural sector as business, legal, finance etc. Maybe that's because I'm in a female-led organisation. However, in some spheres (e.g. auditions) it could be an issue - or in positions of power.	10/25/2017 3:13 PM

## Sexual harassment in the arts

258	Definitions of sexual harassment need to be better appreciated across the sector by all staff and volunteers - better understanding could go a long way to reducing the number of incidents.	10/25/2017 3:12 PM
259	Certain Welsh Artists are known to be very flirtatious. If they tell you that you're the only person they talk to in this way, but they can't talk to you in public because somebody might see... and they'll always remember you... Try texting them next week, they won't know who you are or what you mean.	10/25/2017 3:01 PM
260	It's too easy to dismiss with excuses: "it's just who he is" gets tied up with creative expression or so-called temperament. Power in the arts is already quite unbalanced between some groups.	10/25/2017 2:59 PM
261	I escaped harassment because I was on my early 30s before starting. I'd had another career where I did experience harassment and I'd learned to keep myself safe and I had a big hands off sign over my head. I think my "coldness" prevented me from getting some opportunities because I didn't play flirty girly. Relatively quickly I got into managerial roles where I experienced bullying mostly from other women who saw me a threat. This also need tackling.	10/25/2017 2:58 PM
262	I think because (at least at organisations I have worked for) it is a highly female workplace, it has been less encountered. That isn't to say that it isn't possible in such a workplace, but perhaps we assume it's less of an issue in majority-female environments and this could be challenged.	10/25/2017 2:49 PM
263	I retired a few years ago following a career of 35 years as a performer, then theatre producer and manager in local authority arts centres and theatres. I cannot recall a single instance of sexual harassment during my time working in the Arts.	10/25/2017 2:47 PM
264	the challenges face are most likely similar to other employers, a difference might be that because of the nature of the work there may be a perception or expectation that this kind of thing won't happen because people are generally 'educated and liberal minded'. Unfortunately it is my belief that this just perpetuates the problem.	10/25/2017 2:37 PM

## Q17 At what level is your work with or in the arts sector

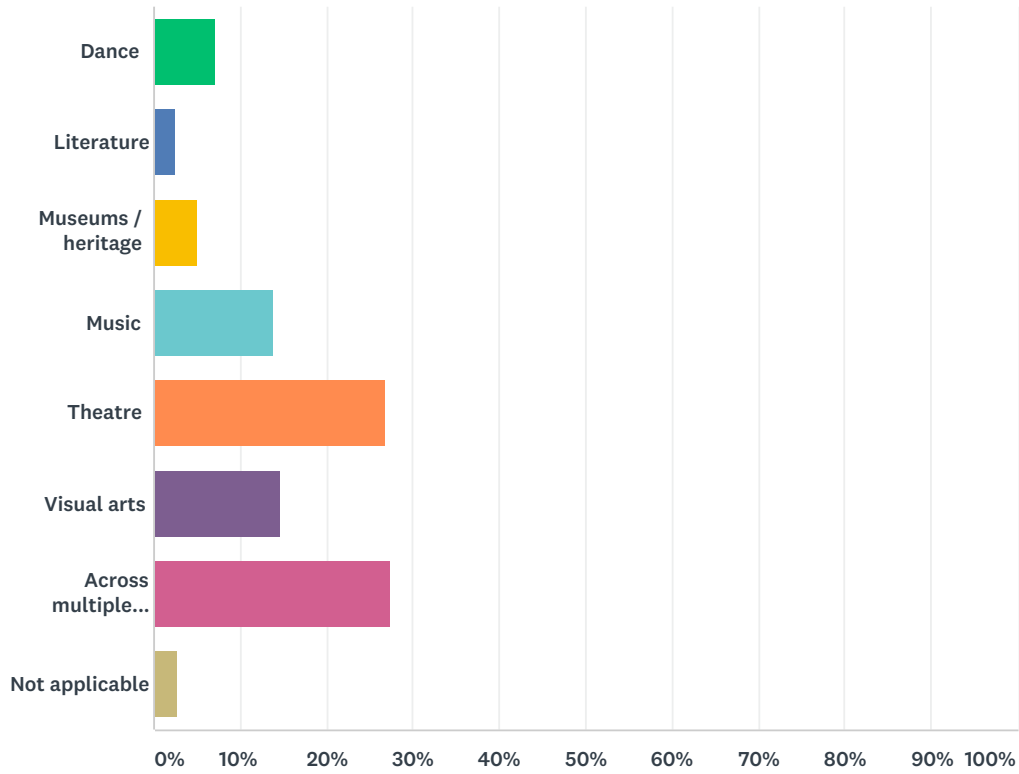
Answered: 874 Skipped: 706



ANSWER CHOICES	RESPONSES	
Senior	35.24%	308
Middle	37.76%	330
Entry / junior	7.78%	68
Intern / volunteer	0.92%	8
Freelance / contractual	16.02%	140
Do not work in or with the arts sector	2.29%	20
<b>TOTAL</b>		<b>874</b>

### Q18 In which of the following artforms or sectors do you primarily work?

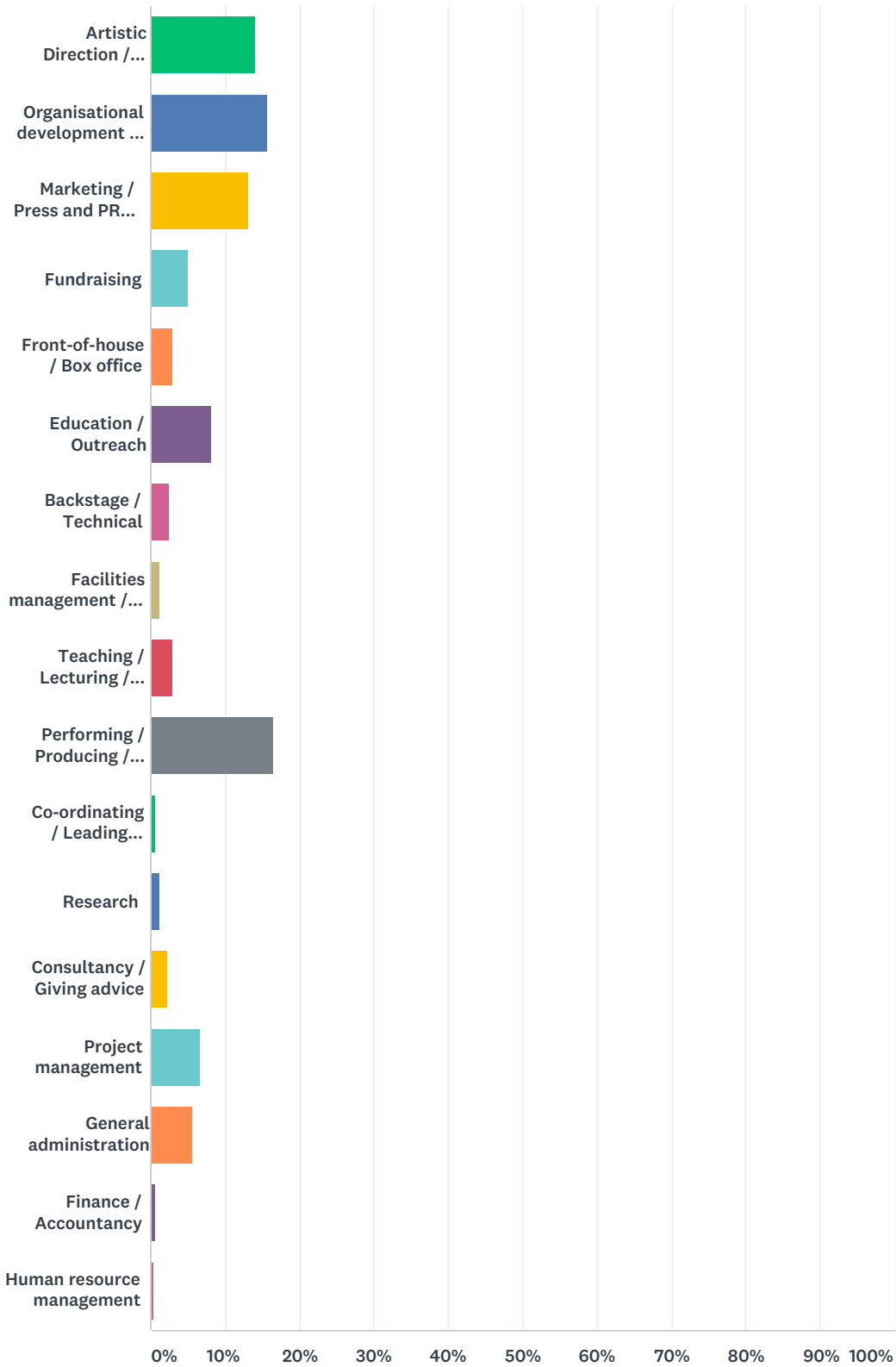
Answered: 869 Skipped: 711



ANSWER CHOICES	RESPONSES	
Dance	7.13%	62
Literature	2.53%	22
Museums / heritage	4.95%	43
Music	13.81%	120
Theatre	26.70%	232
Visual arts	14.73%	128
Across multiple artforms	27.50%	239
Not applicable	2.65%	23
<b>TOTAL</b>		<b>869</b>

# Q19 Which of these activities most closely describes the main focus of your work?

Answered: 840 Skipped: 740



ANSWER CHOICES	RESPONSES
Artistic Direction / Programming / Curation	14.05% 118

## Sexual harassment in the arts

Organisational development / Strategic planning / Policy-making	15.71%	132
Marketing / Press and PR / Audience Development	13.21%	111
Fundraising	5.00%	42
Front-of-house / Box office	2.98%	25
Education / Outreach	8.10%	68
Backstage / Technical	2.50%	21
Facilities management / Operations / Security	1.31%	11
Teaching / Lecturing / Training	2.86%	24
Performing / Producing / Creating art	16.43%	138
Co-ordinating / Leading workshops	0.60%	5
Research	1.31%	11
Consultancy / Giving advice	2.38%	20
Project management	6.79%	57
General administration	5.71%	48
Finance / Accountancy	0.71%	6
Human resource management	0.36%	3
<b>TOTAL</b>		<b>840</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	9	11/14/2017 8:20 AM
2	Various	11/13/2017 11:39 PM
3	University	11/13/2017 7:24 PM
4	Project management, general admin, finance, fundraising, audience development, org dev, strategic planning, policy-making and HR.	11/13/2017 5:18 PM
5	Programme and Corporate Services Assistant	11/13/2017 5:13 PM
6	General management	11/13/2017 3:57 PM
7	A mixture, due to a small team, of marketing, front-of-house, box office, admin, project management.	11/13/2017 1:58 PM
8	Artist management	11/13/2017 1:54 PM
9	Exhibitions of my work, but in the past worked as a life model.	11/13/2017 1:34 PM
10	General administration	11/13/2017 1:21 PM
11	I am 1 of 3 staff of a small theatre company, so i do pretty much all of the above.	11/13/2017 12:56 PM
12	Chief Executive	11/13/2017 12:48 PM
13	& research	11/13/2017 12:42 PM
14	Everything! I am a small business.	11/10/2017 1:57 PM
15	artist	11/10/2017 10:46 AM
16	Many of the above, particularly around project management.	11/9/2017 10:20 PM
17	Senior management / Chief Executive	11/9/2017 8:54 AM
18	Performer	11/3/2017 11:52 PM
19	Administrative Assistant/ house manager/ scenic painter	10/31/2017 6:13 PM
20	Painter	10/28/2017 10:26 PM
21	Playwright!!!!!!	10/28/2017 3:48 AM

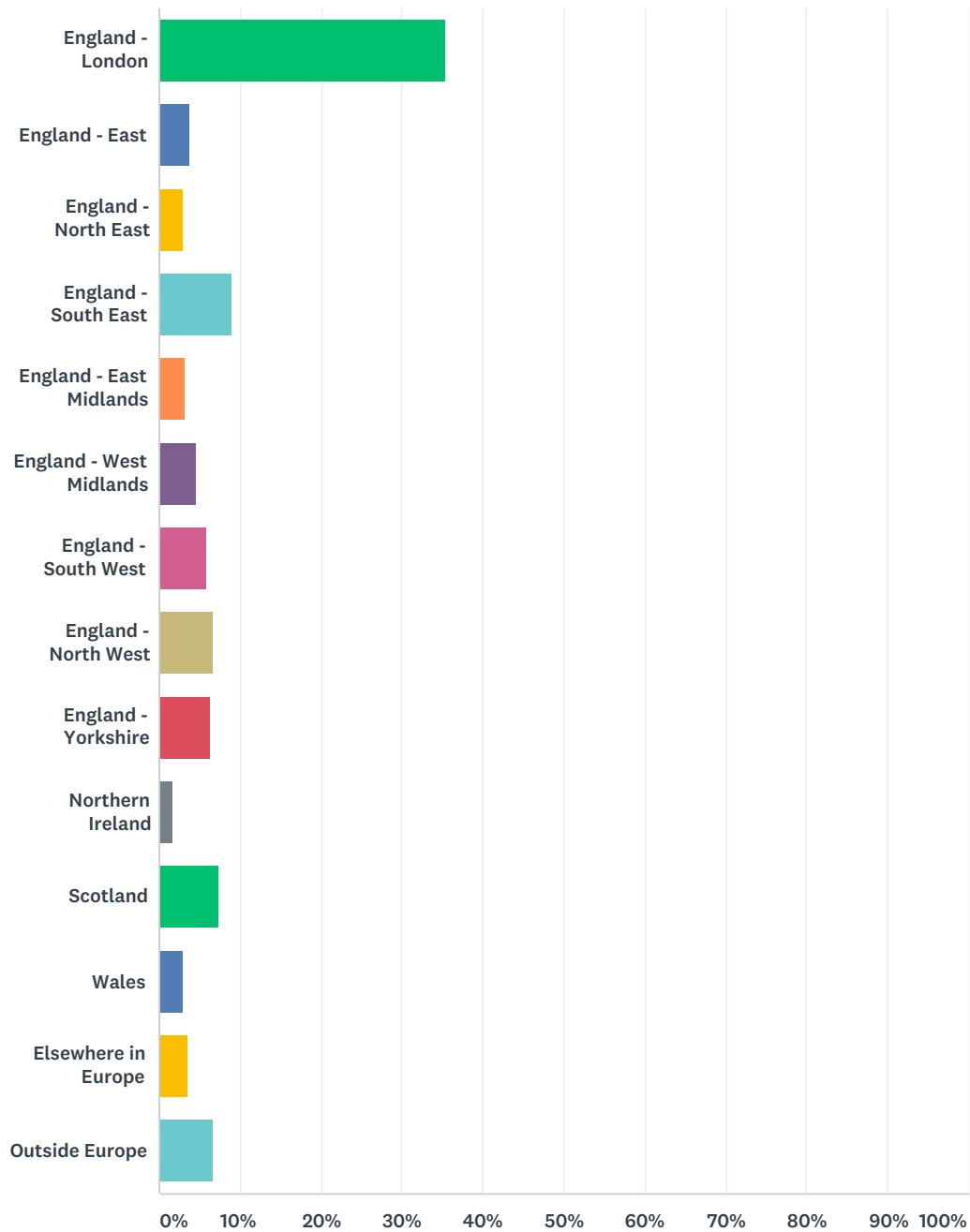
## Sexual harassment in the arts

22	Art Therapy and S.E.N. teaching. Some freelance work too.	10/28/2017 12:55 AM
23	Membership	10/27/2017 5:57 PM
24	Many of the above	10/27/2017 1:11 PM
25	Writing	10/27/2017 12:14 PM
26	At the time I was a young actor	10/27/2017 7:15 AM
27	No longer in the arts	10/26/2017 10:32 PM
28	event planning	10/26/2017 5:57 PM
29	more than one	10/26/2017 3:50 PM
30	Used to do this	10/26/2017 1:39 PM
31	Freelance performer, mentor, arts manager and Board member	10/26/2017 9:13 AM
32	Sector support org	10/26/2017 7:35 AM
33	commissioning	10/26/2017 5:29 AM
34	I no longer work in arts organisations	10/25/2017 9:56 PM
35	Design	10/25/2017 9:19 PM
36	current position is not the same as the position occupied when sexual harassment was experienced	10/25/2017 8:53 PM
37	Casting	10/25/2017 8:27 PM
38	TV Director	10/25/2017 8:19 PM
39	raising funds / investments	10/25/2017 8:18 PM
40	Artists Producer	10/25/2017 7:36 PM
41	Opera singer	10/25/2017 5:46 PM
42	I work across disciplines. Artist, educator, producer.	10/25/2017 5:06 PM
43	No longer working in the arts	10/25/2017 4:37 PM
44	also Org development/strategic planning/ policy making	10/25/2017 4:11 PM
45	Venue Management	10/25/2017 4:08 PM
46	plus making and exhibiting my own artwork	10/25/2017 3:54 PM
47	Artist.	10/25/2017 3:02 PM
48	I could tick about 6 or 7 of these options.	10/25/2017 2:50 PM



## Q20 Where are you based?

Answered: 858 Skipped: 722



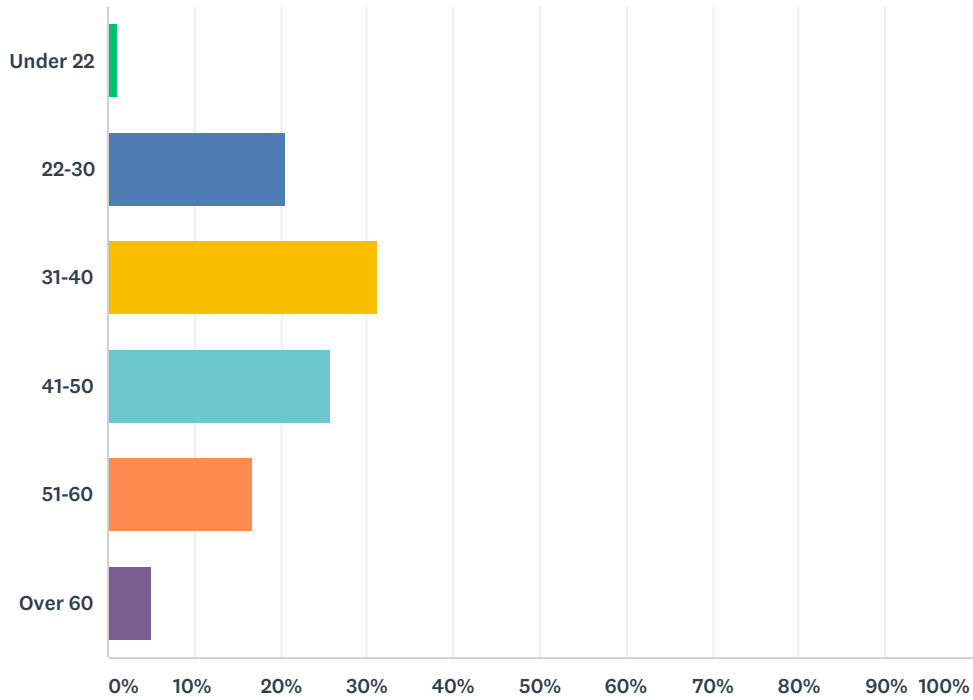
ANSWER CHOICES	RESPONSES	
England - London	35.31%	303
England - East	3.73%	32
England - North East	2.91%	25
England - South East	9.09%	78
England - East Midlands	3.15%	27
England - West Midlands	4.66%	40
England - South West	5.83%	50

## Sexual harassment in the arts

England - North West	6.76%	58
England - Yorkshire	6.29%	54
Northern Ireland	1.63%	14
Scotland	7.34%	63
Wales	2.91%	25
Elsewhere in Europe	3.61%	31
Outside Europe	6.76%	58
<b>TOTAL</b>		<b>858</b>

## Q21 Which age group are you in?

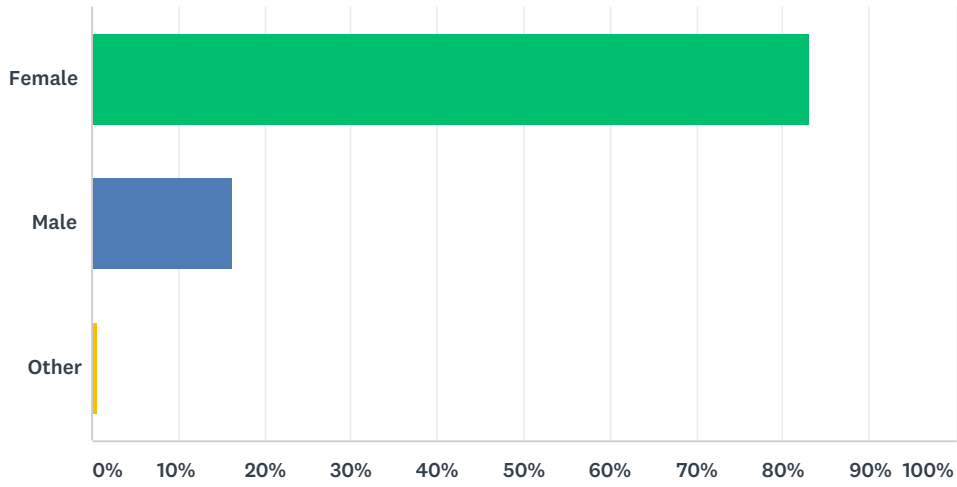
Answered: 849 Skipped: 731



ANSWER CHOICES	RESPONSES	
Under 22	0.94%	8
22-30	20.49%	174
31-40	31.21%	265
41-50	25.68%	218
51-60	16.73%	142
Over 60	4.95%	42
<b>TOTAL</b>		<b>849</b>

### Q22 In terms of gender, do you consider yourself to be:

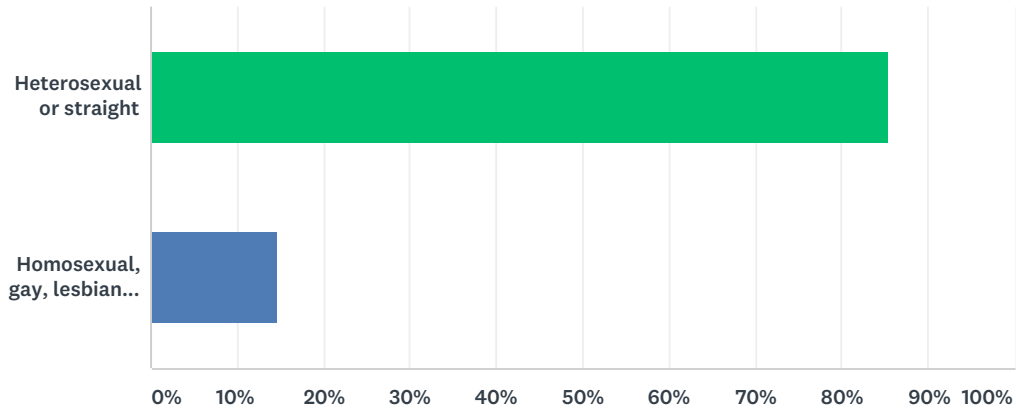
Answered: 851 Skipped: 729



ANSWER CHOICES	RESPONSES	
Female	82.96%	706
Male	16.33%	139
Other	0.71%	6
TOTAL		851

### Q23 In terms of sexuality, do you consider yourself to be:

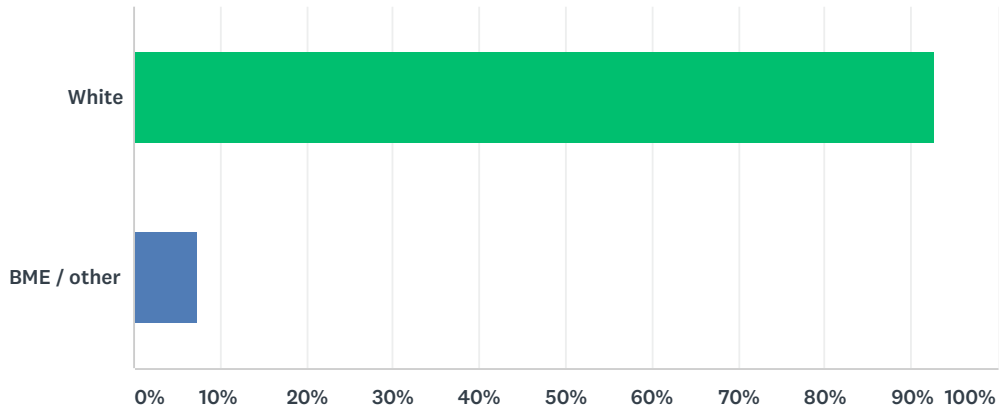
Answered: 834 Skipped: 746



ANSWER CHOICES	RESPONSES	
Heterosexual or straight	85.25%	711
Homosexual, gay, lesbian, bisexual or other	14.75%	123
TOTAL		834

### Q24 In terms of ethnicity, do you consider yourself to be:

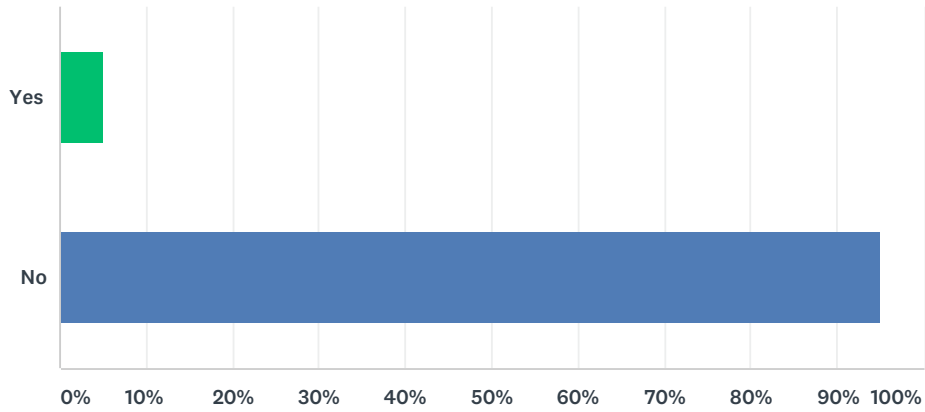
Answered: 841 Skipped: 739



ANSWER CHOICES	RESPONSES	
White	92.63%	779
BME / other	7.37%	62
TOTAL		841

## Q25 Do you consider yourself to be disabled or D/deaf?

Answered: 842 Skipped: 738



ANSWER CHOICES	RESPONSES	
Yes	5.11%	43
No	94.89%	799
TOTAL		842