

1 A RESOLUTION designating the month of March in each year as "Sexual
2 Harassment Awareness Month" in Kentucky.

3 WHEREAS, our society is in the midst of a time of sea change with regard to
4 sexual harassment, as a record number of victims have found the courage and strength to
5 use their voices to topple powerful abusers, harassers, and assailants; and

6 WHEREAS, sexual harassment affects both women and men, regardless of race,
7 socioeconomic status, level of education, age, or sexual orientation, with over half of all
8 women and one-third of all men reporting that they have been the victim of some form of
9 sexual harassment in the workplace; and

10 WHEREAS, 65 percent of women and 25 percent of men report being sexually
11 harassed in public spaces other than their place of work, including on public
12 transportation, on airplanes, at sporting events, and while simply walking down the street;
13 and

14 WHEREAS, the United States Equal Employment Opportunity Commission
15 reported that approximately one-third of the 90,000 complaints it received in 2015
16 included allegations of sexual harassment, and

17 WHEREAS, the EEOC estimates that 75 percent of harassment incidents go
18 unreported; and

19 WHEREAS, as 75 percent of victims who have found the courage and strength to
20 report their abuse also experience some form of retaliation; and

21 WHEREAS, sexual harassment can result in long-term physical and psychological
22 consequences for the victim, including depression, anxiety, post-traumatic stress disorder,
23 and even suicide; and

24 WHEREAS, sexual harassment can cause significant financial harm to both victims
25 and their employers through job turnover, use of paid and unpaid sick leave, losses in
26 individual and workgroup productivity, legal fees, and legal settlements; and

27 WHEREAS, shame, fear, and cultural norms allow sexual harassment to occur and

1 to go unreported;

2 NOW, THEREFORE,

3 *Be it resolved by the House of Representatives of the General Assembly of the*
4 *Commonwealth of Kentucky:*

5 ➔Section 1. The month of March in each year is hereby designated and shall be
6 recognized as "Sexual Harassment Awareness Month" in the Commonwealth of
7 Kentucky.