



# **Sexual Harassment in the Diné College Workplace**

2017 Survey Results

In 2017, Diné Policy Institute survey faculty at the two Diné College sites. We received 46 responses in our surveys. In the survey, we asked faculty and staff if they had been sexually harassed at Diné College, if they reported it, and if they witnessed anyone being sexually harassed or assaulted.

Sexual harassment is defined as “unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature” and this includes harassment based on the person’s sex, offensive comments about women in general. In 2016, the U.S. Equal Employment Opportunity Commission (EEOC) released a study that stated between 25% to 85% of women have reported sexual harassment in the workplace.<sup>1</sup> In this report, harassment goes unreported because they fear their claim will not be believed, inaction after claim is filed, or retaliation.

In our findings, most of the participants supported a zero tolerance policy of sexual harassment for Diné College. 20% of the participants reported that they have been sexually harassed while at Diné College. 9% of those harassed did report the incident. Our data revealed that our data resembles the data collected with the EEOC report in 2016. The same reason for not reporting the incident was mentioned in the EEOC report, retaliation and inaction.

A fuller report needs to be conducted to understand the Diné College workplace, as well the Navajo Nation as a whole, but a majority of the participants supported a zero tolerance policy in the workplace and this can be the first policy recommendation that can be looked into. Workplaces can be made safer for workers and policy can be implemented to do so.

Along with this topic, sexual assault and harassment research should be conducted at the college in regards to college students. This can help understand and change the environment for the Navajo students so that they must flourish in their studies.

Diné Policy Institute will look into how to conduct the necessary research to offer clear and specific policy recommendations for the future.

Data:

Graph 1: 65% of the participants identified as female, 35% identified as male, and 4% did not respond.

Graph 2: The graph shows that the age of the participants ranges with a heavy influx between the ages of 31 and 52. 5 participants were between the ages of 20-30, 12 were between the ages of 31-41, 12 were between the ages of 42-52, 6 were between the ages of 53-63, 5 were between the ages of 64-74, and 6 did not respond to the question.

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<sup>1</sup> [https://www.eeoc.gov/eeoc/task\\_force/harassment/upload/report.pdf](https://www.eeoc.gov/eeoc/task_force/harassment/upload/report.pdf)

Graph 3: 78% of the participants reported that they have not been harassed while at Diné College, 20% reported that they were harassed, and 2% did not respond.

Graph 4: 9% of the victims reported the incident to the college, 26% did not report the incident, and 63% did not respond.

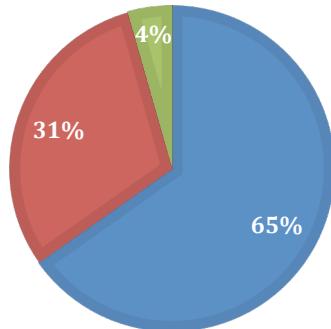
Graph 5: When asked why they did or did not report the incident, many of the participants mentioned why they did not report the incident. 2% of the participants said their harassers did not want them to report, 2% said nothing had been done after they reported the incident, 4% said it would cause them to lose their jobs, 7% said it was miscommunication, 7% said they haven't been sexually harassed, and 78% did not respond.

Graph 6: When asked if the participants witnessed anyone getting sexually assaulted or harassed at Diné College 17% said they have witnessed such a situation and 83% said no.

Graph 7: When the participants were asked if they believe the sexual harassment policy should be a zero-tolerance policy 85% said yes, 6% said no, and 9% did not respond.

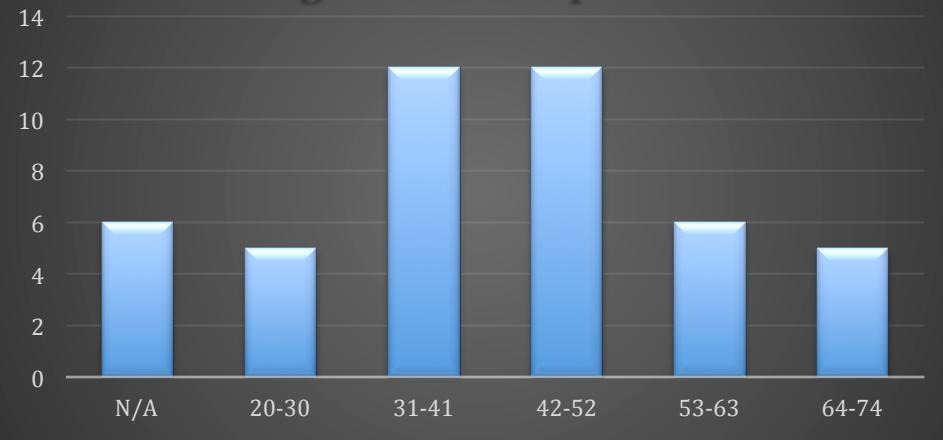
## GENDER OF PARTICIPANTS

■ Female ■ Male ■ N/A



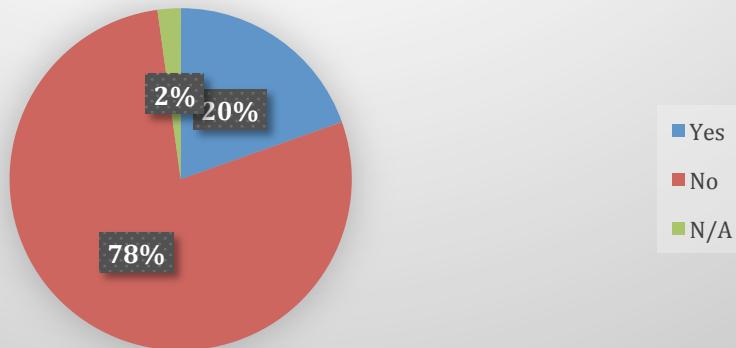
Graph 1: Gender of Participants

## Age of Participants



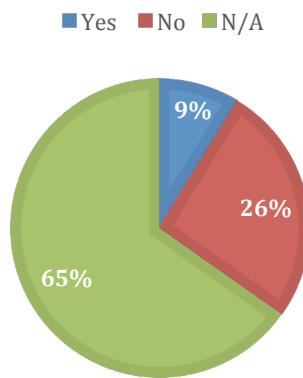
Graph 2: Age of Participants

## **Have you ever been sexually harassed while at Diné College?**



*Graph 3: Percentage of Participants Harassed*

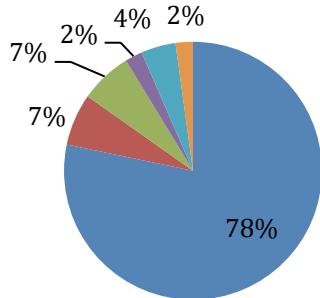
## **IF SO, DID YOU REPORT THAT INCIDENT TO THE COLLEGE?**



*Graph 4: Percentage of Reported Incidents*

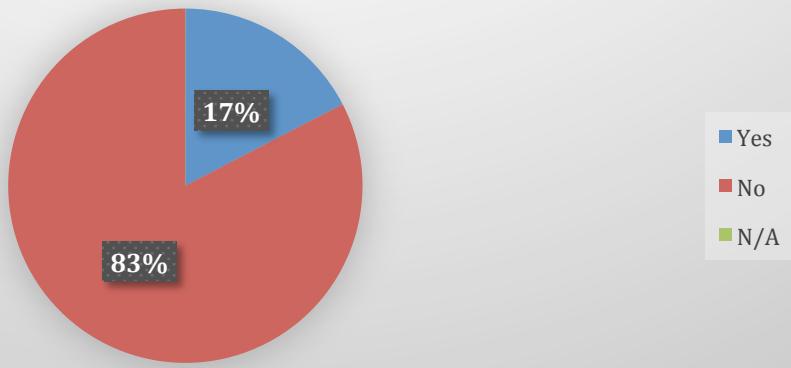
## Why or Why Not?

- N/A
- Miscommunication
- Haven't been sexually harassed
- Didn't want me to Report It
- Affect Me Negatively: Loss of Job ■ Nothing Done After I Reported



Graph 5: Reasons for not reporting incident

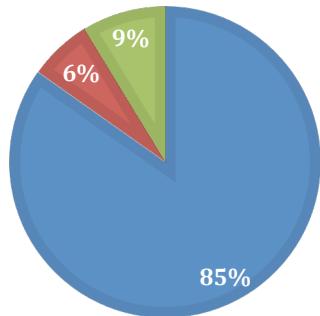
## Have you witnessed someone getting sexually assaulted or harassed at Diné College



Graph 6: Percentage of Harassment or assault witnessed

## DO YOU BELIEVE THE SEXUAL HARASSMENT POLICY SHOULD BE A ZERO TOLERANCE POLICY?

■ Yes ■ No ■ N/A



*Graph 7: Percentage of Participants who support zero tolerance policy*