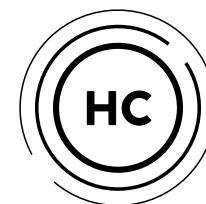
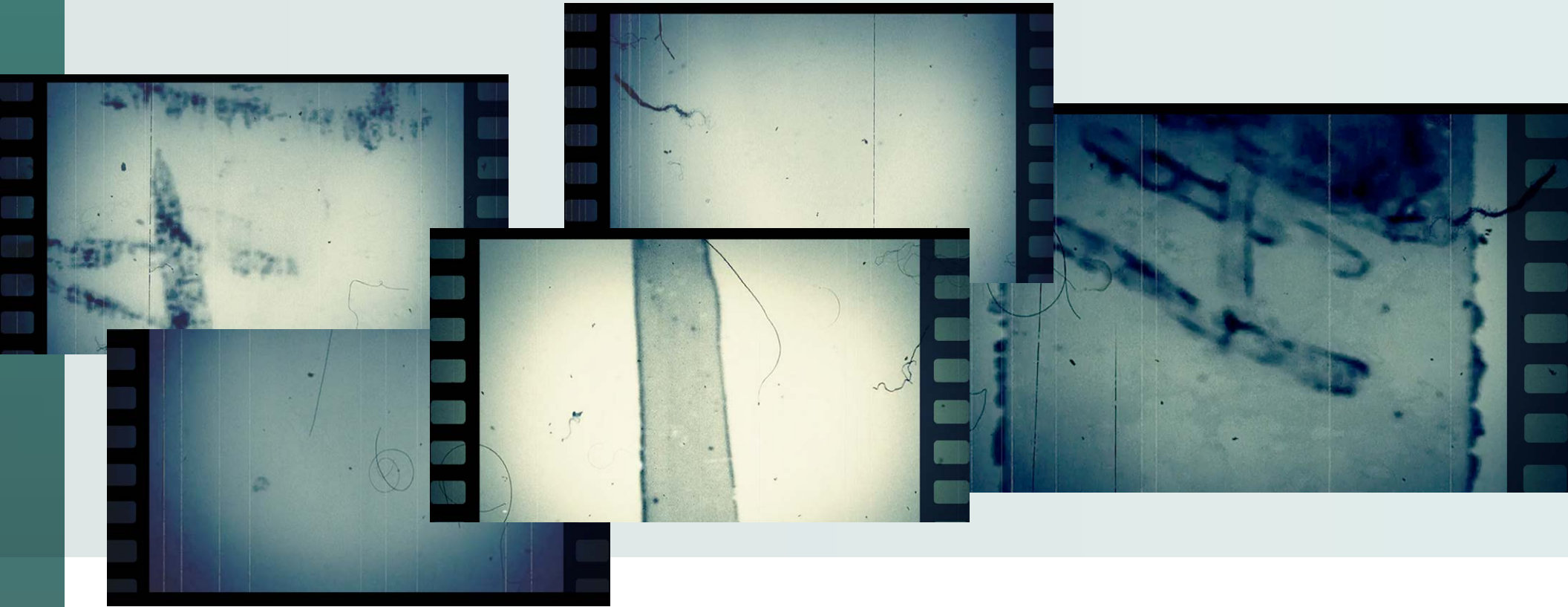


# The Hollywood Survey Report #1: **Accountability**



THE  
HOLLYWOOD  
COMMISSION



THE  
HOLLYWOOD  
COMMISSION

### About The Hollywood Commission

The Hollywood Commission is a nonprofit that brings together influential entertainment companies, unions and guilds with cutting edge thought leadership and expertise to develop and implement cross-industry systems and processes to eradicate harassment, discrimination and power abuse and create lasting cultural change in Hollywood.

### Board Of Directors

- **Anita Hill**, Chair  
Professor at Brandeis University, Heller School for Social Policy and Management  
Counsel, Cohen, Milstein, Sellers & Toll
- **Kathleen Kennedy**  
President, Lucasfilm
- **Nina Shaw**  
Founding Partner, Del Shaw Moonves Tanaka Finkelstein & Lezcano

### Press Contact:

**Carrie Davis**  
310-770-7696  
carrie@cdconsultingco.com

### Acknowledgments

The Hollywood Commission would like to acknowledge and thank the many people who made this survey possible. First, we would like to recognize everyone who shared their time and added their voice by completing this important and groundbreaking survey. Second, we would like to acknowledge that this report was informed by the efforts of the many people who shared their data, insights, ideas, enthusiasm, and expertise with the Hollywood Commission.

We would especially like to thank the following people:

- **Freda Kapor Klein**  
Founding Partner, Kapor Capital  
Kapor Center for Social Impact
- **Dr. Louise Fitzgerald**  
Professor Emerita, University of Illinois
- **Dr. Nathan Galbreath**  
Deputy Director for the Department of Defense  
Sexual Assault Prevention and Response Office, Department of Defense
- **Dr. NiCole Buchanan**  
Associate Professor of Psychology,  
Michigan State University
- **Dr. Hannah Valentine**  
Chief Diversity Officer, National Institute of Health

## ABOUT THE HOLLYWOOD SURVEY

In November 2019, the [Hollywood Commission](#) launched the largest, first-of-its kind climate survey about discrimination, harassment, and bullying in the entertainment industry. Our goals were three-fold:

1. Establish an industry-wide baseline regarding the climate for accountability, respect, and equity
2. Identify the populations that are particularly vulnerable to harassment and discrimination
3. Identify ongoing gaps in preventing discrimination and harassment in the entertainment industry.

With valuable contributions from 9,630 entertainment workers in television and film, commercials, live theater, music, broadcast news, talent representation, public relations, and corporate settings, this survey is key in our collective, relentless drive to create a safe and equitable future in the entertainment industry.

### Reports

We will share our key findings through four summary reports, capped off by a comprehensive report and recommendations:

1. Accountability
2. Bias
3. #MeToo: Progress, Sexual Harassment, and Sexual Assault
4. Bullying
5. The Hollywood Survey: Report & Recommendations.

### Survey Areas

- Values and perceptions of the entertainment industry
- Perceptions of accountability across the entertainment industry
- How often are workers in entertainment experiencing unwanted conduct, such as bias, bullying, gender harassment, unwanted sexual attention, sexual coercion, or sexual assault
- Where, when, and to whom were unwanted experiences most likely to occur
- Why aren't workers reporting and what types of retaliation are they experiencing
- What resources would be useful to workers

## EXECUTIVE SUMMARY

This first of five reports presents findings regarding the climate for sexual harassment across the entertainment industry. In particular, it discusses the worker's perception of accountability for harassment. We found that a strong majority (65%) didn't believe that a powerful individual, such as a producer or director, would be held accountable for harassing someone with less power. Given this view, it is not surprising that only 28% of our sample reported an incident of gender harassment, unwanted sexual attention, or sexual coercion to employers. Respondents saw significant risks in reporting, for reasons ranging from "it wasn't serious enough" to "no one would believe me" to "fear of retaliation." Respondents who witnessed such incidents also reported both actual retaliation and fear of retaliation as factors in their responses.

*"The industry tolerates bad behavior by powerful people. Producers, actors, and above the line individuals are rarely held accountable for tyrannical behavior. A production works at the whims of those in power, and those below the line have very little recourse to complain or to have their complaints addressed. I have seen people relocated, fired or pushed out rather than have the powerful aggressor censured."*

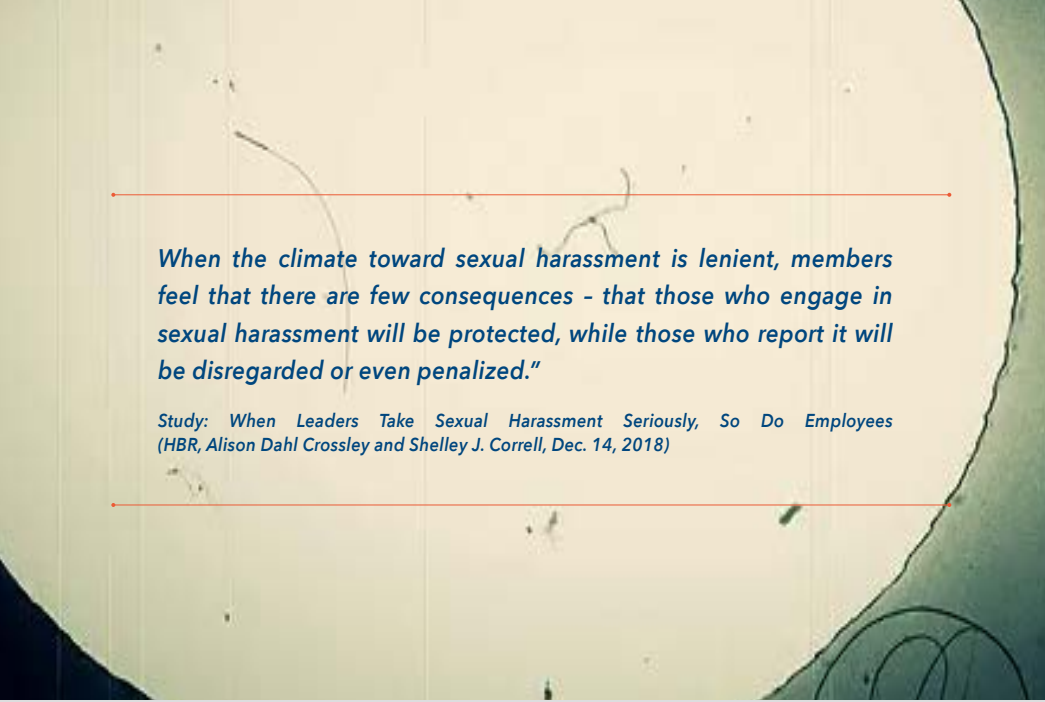
*- Anonymous Survey Respondent*

## INTRODUCTION

The 2017 #MeToo coverage primarily featured reports about high-profile individuals in entertainment perpetrating particularly egregious cases of sexual assault and coercion. But sexual harassment is not only a problem of individual behavior. It's also a problem of climate - the role the entertainment industry plays in facilitating and enabling harassment.<sup>1</sup>

A perceived tolerance and lack of sanctions is the strongest predictor of sexual harassment.<sup>2</sup> We looked at several factors which characterize a permissive climate towards sexual harassment, including:

1. A perceived lack of sanctions against offenders
2. The perception that one's complaints will not be taken seriously
3. Perceived risk to victims for reporting harassment.<sup>3</sup>



***When the climate toward sexual harassment is lenient, members feel that there are few consequences - that those who engage in sexual harassment will be protected, while those who report it will be disregarded or even penalized."***

*Study: When Leaders Take Sexual Harassment Seriously, So Do Employees (HBR, Alison Dahl Crossley and Shelley J. Correll, Dec. 14, 2018)*

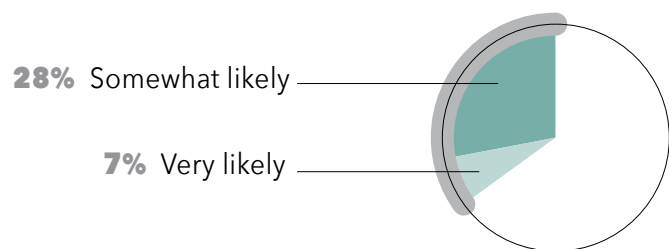
## ENTERTAINMENT WORKERS PERCEIVE AN ABSENCE OF SANCTIONS FOR POWERFUL HARASSERS.

Workers across the entertainment industry lack confidence that powerful harassers will be held accountable, the belief and confidence that the process protects victims and strives to eliminate harassment.

We asked respondents how likely it was that a person in a position of significant authority or status - such as a high-profile producer, writer, actor or musician - would be held accountable for harassing someone with less authority or status, such as an assistant.

The response was startling.

Only 35% of our sample believed it was very likely or somewhat likely that the harasser would be held accountable.

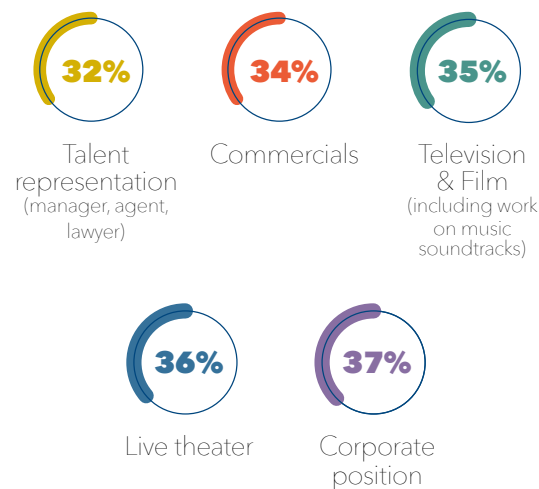


### Primary Area of Work

This perception of accountability was consistent across industry sectors. Only 32% of those working in talent representation believed the powerful harasser would be held accountable, compared with 37% of those working in a corporate environment.

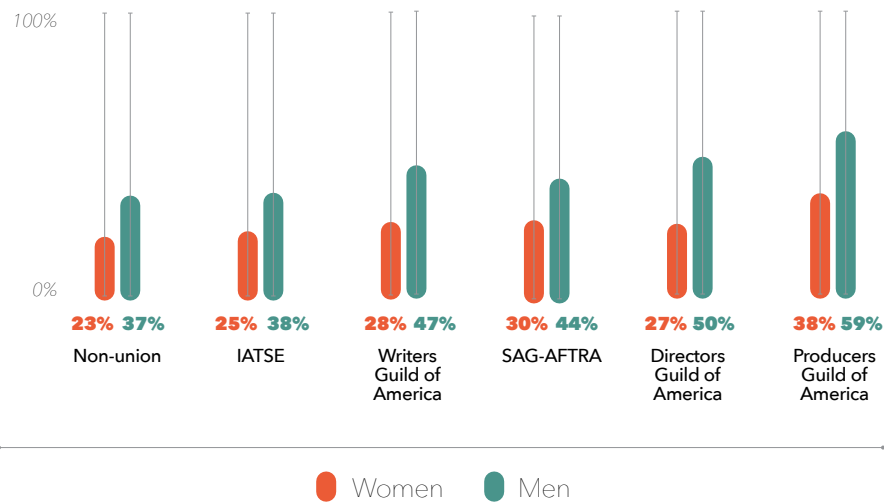
#### QUESTION:

Believed it was very likely + somewhat likely powerful harasser would be held accountable



## Union and Guild Members and Non-Members

Non-union members had a far bleaker view of accountability than union members, with only 23% of women and 37% of men believing a powerful harasser would be held accountable. There were also notable differences in the perceived tolerance for harassment between some unions and guilds. For example, 59% of men who are members of the Producers of Guild America (PGA) believed a powerful harasser would be held accountable, compared with only 38% of men who are members of the International Alliance of Theatrical Stage Employees (IATSE). In fact, men in the PGA - relatively higher-status personnel - were the only union or guild demographic in our sample whose view of accountability for powerful harassers exceeded 50%.

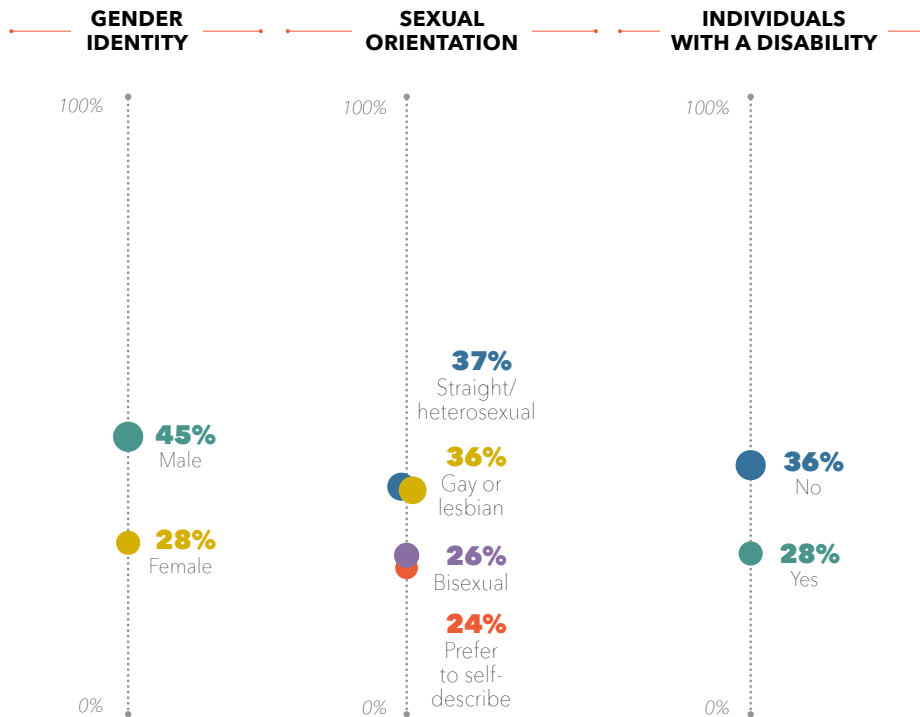


*Even people who have done horrible things still get considered for jobs, because, for some reason, people in entertainment don't hold each other accountable, and they hire the offender back anyway because they've proven to be successful in the past."*

*- Anonymous Survey Respondent*

## Race/Ethnicity & Gender

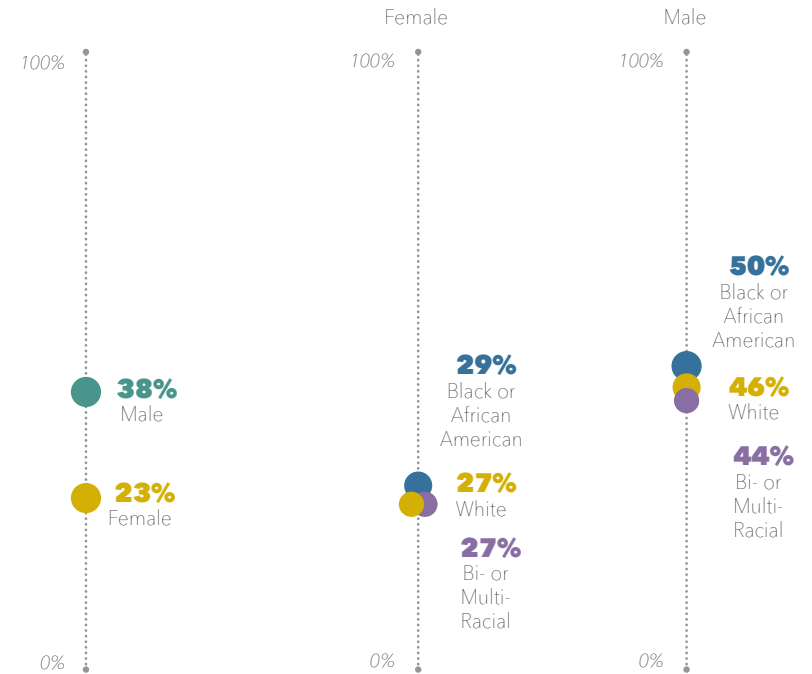
Those who are in traditionally underrepresented or marginalized groups had dim views of accountability. In terms of gender identity,\* there is a sizable gap between men's and women's views on accountability. Forty-five percent of men believe someone in power would be held accountable for harassing someone with less authority versus 28% of females. White and Black or African American workers had the most favorable view of accountability in this regard (36% and 34%, respectively). Workers who identified as Bi- or Multi-racial had a 31% favorable view of accountability. Among workers who identified as of Hispanic, Latino or Spanish origin, 29% had a favorable view of accountability.



\*N-sizes too small to draw conclusions with respect to non-binary/third gender or prefer to self-describe

## HISPANIC, LATINO OR SPANISH ORIGIN & GENDER\*

## RACE, ETHNICITY & GENDER



\*Hispanic, Latino or Spanish origin\* includes respondents who selected one of the following in response to the question, "Are you of Hispanic, Latino or Spanish origin?" Mexican, Mexican-American or Chicano, Puerto Rican, Cuban, or Another Hispanic, Latino or Spanish origin.

*"If someone is powerful enough, they are untouchable, no matter the abuse. Accountability is the most important thing right now. And there is essentially none for those with any notable amount of power."*

- Anonymous Survey Respondent



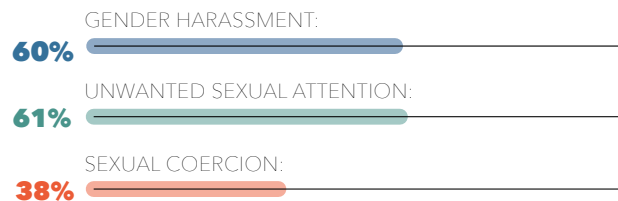
## VICTIMS DON'T THINK THEY'LL BE TAKEN SERIOUSLY.

Workers who reported experiencing gender harassment, unwanted sexual attention, or sexual coercion didn't report because they think they won't be believed, nothing will happen, or they'll be retaliated against.

Workers have to believe they will be heard, believed and safe in order to raise concerns about inappropriate workplace conduct. Respondents who chose not to report their worst or most serious experience of gender harassment, unwanted sexual attention, or sexual coercion were concerned that the conduct wasn't serious enough to report or the perpetrator wouldn't be held accountable.

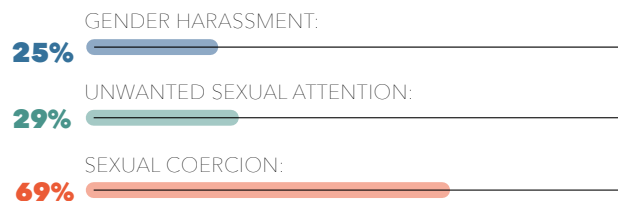
### QUESTION:

Didn't think it was serious enough



### QUESTION:

Didn't think anything would be done



Sexual harassment is more likely to occur in an environment of generalized disrespect.<sup>4</sup> Workers do not believe the entertainment industry values diversity, inclusion, or respect.

### QUESTION:

How often do you observe people in the industry behaving in the following ways?

(Very Often + Often)



**REPORTING ISN'T WORTH THE RISK.**

Only about 1 out of 4 workers (28%) who said they experienced some form of gender harassment, unwanted sexual attention or sexual coercion talked to a supervisor, human resources, or their legal department.

**Reports to Employer**

That workplace misconduct often goes unreported is not unique to the entertainment industry. According to the EEOC, a formal report to an employer is the "least common response to harassment," with only about three out of four individuals who experienced harassment talking to a supervisor, manager, or union representative about it.<sup>5</sup>

**REPORTING TO COMPANY**

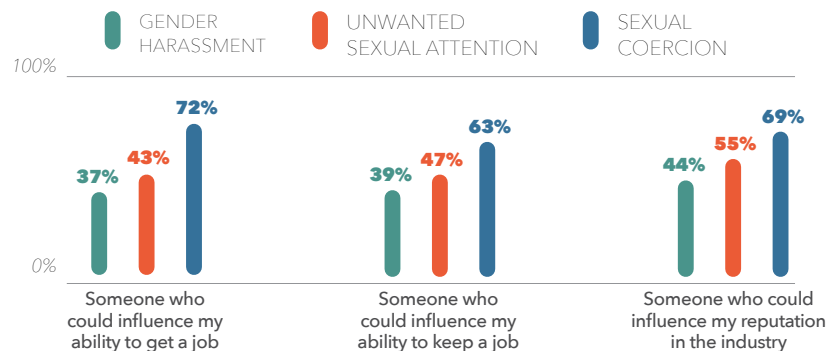


Respondents saw significant risks in reporting - including the powerful positions the offenders occupied and the possibility of damage to their careers.

**Power Imbalances**

Power inequities perpetuate the lack of accountability. Less than half (48%) of workers saw progress since the #MeToo movement in addressing power abuses. The primary offenders are in powerful positions to influence who gets hired, who gets to keep a job, and to damage the reputations of those who complain.

**PERPETRATOR POWER OVER JOBS**



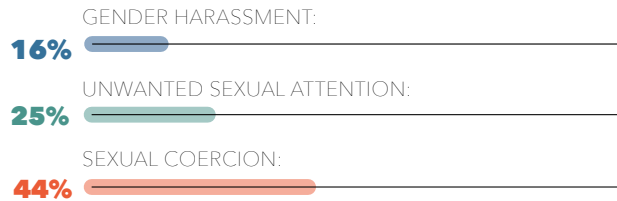
*"The culture of entitlement and power that exists for producers, directors, production managers and other above the line people trickles down. Sexual harassment is part of the bullying, lack of consideration and general bad behavior that these people believe is their due to dole out because they believe they can and that they are masters of the universe."*

- Anonymous Survey Respondent

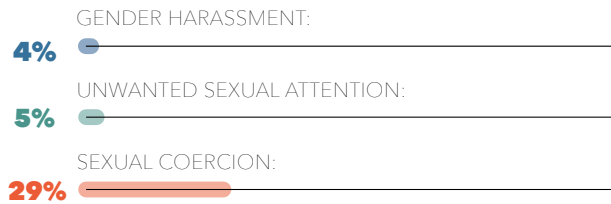
## Retaliation

Victims were concerned they would be retaliated against.

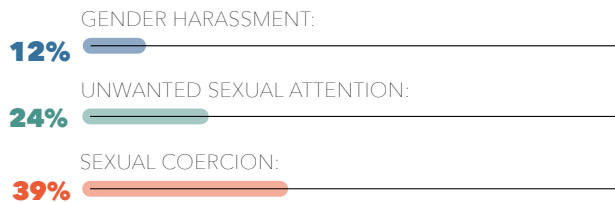
I thought I would be labeled as “difficult to work with”



I thought it would end my career



I didn't trust it would be kept confidential



Witnesses were also reticent to report and said that they didn't believe any action would be taken and were even more fearful of retaliation than victims. This fear of retaliation is not unfounded, with approximately two-fifths of survey respondents (41%) - both victims and witnesses - reporting they experienced some type of retaliatory behavior, whether they reported the unwanted conduct or not.

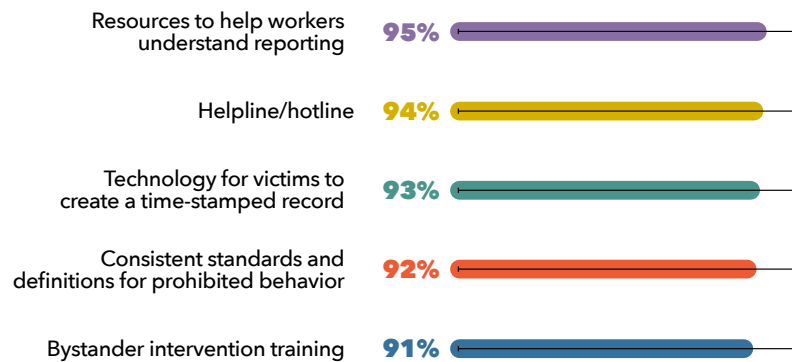
Workplace retaliation is common. One 2003 study found that as many as 75% of employees who spoke out against workplace mistreatment faced some form of retaliation.<sup>6</sup>

*"The power structure in entertainment makes it impossible for victims to come forward. More harassment, bad reputation, and eventual firing is a certainty after reporting."*

- Anonymous Survey Respondent

## RESOURCES

When asked which of the following resources would be most helpful to them, workers asked for the following: technology for victims to create a time-stamped record (93%), a helpline/hotline (94%), resources to help workers understand reporting (95%), bystander intervention training (91%), and consistent standards and definitions for prohibited behavior (92%).



*"I'm not sure there is a 'safe' way to report experiences. Circumstantial details and information that would be provided in the report would identify the individual who filed the complaint, exposing them to the accused. Even though there are 'no retaliation' policies in place, it doesn't stop it from happening and can even make it impossible to find work if the accused has enough power, influence, and connections."*

*- Anonymous Survey Respondent*

## 1. Reporting Platform With Matching Option

Multiple complaints about the same person are frequent. Research tells us that if someone acts in an abusive, aggressive way, they are likely to do so more than once. The new platform will launch with five to eight participating organizations in beta in Q1 2021. Organizations participating in the beta phase will be announced at a later date.

The platform gives workers who feel they have experienced sexual misconduct, discrimination, harassment, bullying or microaggressions the ability to report anonymously. The user has a choice about whether to report immediately or to file a conditional report with the participating organization. If a user makes a conditional report, if (and only if) other people also file a complaint about the same aggressor with the participating organization, the user will be notified and can decide whether to release their identity and participate in the organization's investigation. Other components of the platform include two-way anonymous messaging, which workers can use to raise any concern and ask questions about process and instructions on how to create a time-stamped record, regardless of whether an organization is participating in the platform.

## 2. Bystander Intervention Training

Many respondents who reported experiencing workplace misconduct reported that more than one person was present at the time of the event. One way to combat the culture of silence around reporting these incidents is to train workers how to intervene. Bystander training may play a significant role in reducing rates of violence, empowering communities and increasing the likelihood of reporting and intervention in entertainment. The Hollywood Commission is piloting bystander training with 450 entertainment workers. The pilots will include a virtual reality training, a web-based training, and six workshops tailored to the entertainment industry.

## METHODOLOGY

The national climate survey was conducted online via an anonymous link over a three-month period (Nov. 20, 2019 – Feb. 24, 2020) and included 9,630 survey respondents (5,399 women, 4,026 men, 52 non-binary/third gender, and 41 who preferred to self-describe) over the age of 18 within the entertainment industry.

The 110-question survey was conducted by the Hollywood Commission under the auspices of the [Ethics & Compliance Initiative \(ECI\)](#), an independent nonprofit organization. ECI, in collaboration with the Hollywood Commission, developed the survey instrument. Data for the survey were collected by ECI using Qualtrics, a third-party entity survey software platform. Only ECI had access to the anonymous individual quantitative survey responses. Qualitative data was also reviewed by ECI researchers to ensure no identifying information was provided to the Hollywood Commission.

To reach as many workers in the entertainment industry as possible, the survey was publicized primarily through media outlets and social media campaigns on LinkedIn, Facebook, Twitter and Instagram, partner organizations, and direct outreach to independent production companies, visual effects companies, and entertainment industry associations and nonprofits.

## The Sample

The demographic profile of our sample was:

- **Gender identity:** Male (42%); Female (57%); Non-binary/third gender (0.5%); Prefer to self-describe (0.4%)
- **Race, ethnicity, and origin:** White (82%); Black (7%); American Indian or Alaska Native (1%); South/East Asian/Pacific Islander (5%); Bi- or Multi-Racial (2%); MENA (2%); Unknown (1%)
- **Latin, Hispanic, or Spanish origin:** (9%)
- **LGBTQIA+ identified:** Yes (16%); No (84%)
- **Transgender identified:** Yes (1%); No (99%)
- **Individuals with disability:** Yes (4%); No (96%)
- **Age:** 18-23 (1%); 24-29 (10%); 30-39 (23%); 40-49 (24%); 50-64 (31%); 64-74 (9%); 75 or older (2%)
- **Primary area of work:** Television & film (78%); Corporate (6%); Commercials (4%); Live theater (4%); Talent representation (manager, agent, lawyer) (3%); Broadcast/news (1%); Public relations (1%); Music (1%); Other (3%)

Results may not add up to 100% due to the rounding within individual demographic groups.

Some groups - like transgender or gender non-conforming, Native Americans and Asian Americans - were too small in number to allow for conclusions specific to these populations. The following included cohorts with less than 150 respondents:

#### **Race/ethnicity**

- Native Hawaiian
- Pacific Islander
- American Indian or Alaska Native
- Asian Indian
- Japanese
- Korean
- Filipino
- Vietnamese
- Chinese
- Other Asian

#### **Gender identity**

- Non-binary/third gender
- Prefer to self-describe
- Identify as transgender

#### **Broadcast news**

#### **Music, including music videos**

#### **Public relations**

Thus, while these groups were counted in the overall findings, we do not reach conclusions specific to these populations.

**Age:** Due to the added challenge of gaining parental consent for topics related to sexual harassment and assault, the sample is limited to those 18 and older.

## **References**

- <sup>1</sup> National Academies of Sciences, Engineering, and Medicine 2018. *Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine*. Washington, DC: The National Academies Press.
- <sup>2</sup> Id. (citing Hulin, Fitzgerald, and Drasgow) (1996).
- <sup>3</sup> Id.
- <sup>4</sup> Id.
- <sup>5</sup> EEOC: Select Task Force on the Study of Harassment in the Workplace, Report of Co-Chairs Chai R. Feldblum & Victoria A. Lipnic (June 2016).
- <sup>6</sup> Id. (citing Lilia M. Cortina & Vicki J. Magley, *Raising Voice, Risking Retaliation: Events Following Interpersonal Mistreatment in the Workplace*, 8:4 J. Occupational Health Psychol. 247, 255 (2003).



[hollywoodcommission.org](http://hollywoodcommission.org)