

# Two Buckets: Sexual Harassment/Assault in an Organization and in a Host Culture

**Two different types of harassment/abuse experiences were reported by cross-cultural workers (CCWs):** those that happened within an organization and those that happened within the culture.

Situations of harassment, abuse, and assault that occur within an organization are unique because organizations often have policies that address this behavior. CCWs made clear in their responses that sexual harassment, abuse, and assault experienced within a host culture are distinctly different from what happens within an organization.



## TWO BUCKETS



### IN AN ORGANIZATION

Situations of harassment, abuse, and assault that occur within an organization are unique because organizations often have policies that address this behavior.

### IN A HOST CULTURE

When a CCW enters a culture, they accept they may be treated differently than in their passport country. That difference can be positive, negative, confusing, unexpected, and hard to reconcile...

What this means for CCWs, organizations, and senders is that we need to have more than just an organizational policy about sexual harassment, abuse, and assault.

We encourage CCWs and organizations to think about sexual harassment in these two buckets and to be clear as to how each will be addressed in ways that take into account the differences.

## WHAT CAN WE DO?

This topic isn't just about organizational policy—everyone benefits when organizations support CCWs with proactive support geared towards “daily-life” encounter on the field.

### TEAM + ORGS

By taking incidents within an organization seriously, we model justice, protection, and love.

### HOST CULTURE

Honor what is good while finding culturally appropriate ways to challenge the broken parts of a culture