

## **Black Minority Ethnic (BME) women's experiences in the workplace in the North West**

### **Aim of the study:**

The Centre for Equality and Diversity at Work, Manchester Business School in collaboration with the European Social Fund are conducting a research study, specifically aimed at examining the experiences of Black Minority Ethnic (BME) women who have either experienced or witnessed (of another BME woman), the following sexual harassment behaviours at work in the past five years:

- *visual (leering);*
- *verbal (sexual teasing, jokes, comments or questions);*
- *unwanted pressure for sexual favours or dates;*
- *unwanted touching or pinching;*
- *unwanted pressure for sexual favours, with implied threats of job*
- *related consequences for non co-operation;*
- *physical assault;*
- *sexual assault.*

*Sexual harassment can take many forms including face-to-face, over the telephone, (verbally or text based), and via email (Stanko, 1988)*

Despite the importance of sexual harassment as a barrier to employment, very little is known about the experiences of Black Minority Ethnic (BME) women. In today's diverse society, an understanding of these issues is imperative, to ensure that all vulnerable groups in the workplace are protected. It is essential to understand BME women's experiences of sexual harassment as developing this insight will help to ensure that effective workplace policies and training are implemented and delivered, and that the largely ignored issues of sexual harassment and BME women in UK organisations are addressed.

### **Who are we looking for and what does it involve?**

We are looking for **Black Minority Ethnic (BME) women who live or have worked in the North West who have experienced or witnessed (i.e. of another BME female) any of the behaviours at work listed above in the past five years** to take part in a face to face interview or telephone with a trained, experienced researcher, to discuss their experiences. We appreciate this is a sensitive area and we are keen to assure participants that **all information will be confidential and anonymous**. If you would like to participate in this important, groundbreaking study, one of the project team will contact you to arrange a convenient date, time and place to conduct the interview. We very much value your participation and as an appreciation of this, we will make the final report and recommendations available to you upon request.

If you are interested in participating in this rewarding study please contact the research team on:

**Tel: 0161 306 3499**  
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