

# Protect Workers Against Discrimination and Harassment

The need for strong workplace anti-harassment laws in Georgia is clear and urgent. Women are 64% of front-line workers in Georgia, yet private sector workers in Georgia have no state law protections against workplace harassment. Many workers are less willing to report workplace abuses, increasing their vulnerability to harassment, discrimination, exploitation, abuse, and retaliation at work.



## Workplace harassment is a widespread problem, affecting workers in every kind of workplace setting and industry, and at every level of employment.

However, low-paid workers are especially at risk of harassment given the stark power imbalances they experience at work. In Georgia, women are almost 65% of the low-paid workforce, and many of these low-paid jobs are in the service economy where women experience more instances of harassment.

Additionally, 41% of tipped workers have experienced an increase in unwanted sexualized comments from customers and report that they are reluctant to enforce safety protocols for fear of losing more tips.



## Georgia's Current Legal Framework Is Failing Workers

Georgia is one of only a few states across the country with no state law protecting private-sector workers from harassment at work. As a result, Georgia workers must often resort to taking their legal claims to federal courts where cases are too often thrown out by judges imposing legal standards that don't reflect current understandings of harassment or reflect the realities of the workplace.



## Be Part of the Solution

Survivors, working people, and lawmakers in Georgia are coming together to shape policy solutions to workplace harassment. Some of the solutions include:

- Ensure that every worker in Georgia is protected by state law from workplace harassment, no matter the size of workplace or industry.
- Protect workers from retaliation when they report harassment in the workplace.
- Provide clarity to employers as to what constitutes unlawful harassment and retaliation, which will help employers prevent and stop harassment. This will also help employers avoid liability and business costs, such as decreased productivity, increased absenteeism, and diminished recruitment and retention.

**We welcome you to join the conversation and help shape a safe future for survivors and working people in Georgia. Please contact 9to5 Georgia at [mica@9to5.org](mailto:mica@9to5.org) or [9to5.org](http://9to5.org).**

Organizational Alliance Members: Amplify GA, Poder Latinx, YWCA of Greater Atlanta, Feminist Women's Health Center, National Women's Law Center, GA Small Business Majority, GA Coalition Against Domestic Violence, United 4 Respect, Atlanta North Georgia Labor Council, Care in Action, National Domestic Workers Alliance, AFSCME Local 1644, Raise Up the South, Caring Across Generations