

## **Abstract**

### **“Ending Gender-based Violence and Harassment in the World of Restaurant Work”**

Addressing gender-based violence and harassment (GBVH) in the workplace is of utmost importance, given its profound and complex consequences for workers across the United States. The pervasive presence of GBVH creates an environment characterized by fear, stress, and hostility, significantly impacting the well-being and professional lives of countless individuals. This issue is particularly pronounced in the food service industry, where despite recent societal awakenings to issues of gender and inappropriate sexual conduct, workers continue to report sexual harassment as an accepted norm within their workplaces. Consequently, there is an imminent need to prioritize interventions and initiatives that confront GBVH, enhance workplace safety, and foster a culture of respect and equality within the food service industry and beyond.

This proposal seeks to tackle the critical issue of GBVH in the restaurant industry by implementing comprehensive strategies that empower workers, promote awareness and education, and advocate for systemic change, ultimately creating safer and more inclusive work environments for all. Through the implementation of various activities funded by the Department of Labor’s Fostering Access, Rights, and Equity (FARE) Grant, Restaurant Opportunities Centers United (ROC-United) will expand existing sexual harassment training initiatives and advocate for systemic change nationwide. Through a focus on both educating restaurant workers at large and certifying individuals through train-the-trainer programs, ROC-United intends to enhance the reach and sustainability of sexual harassment training efforts; in addition, the project will establish referral networks to connect survivors to essential support services, such as the Equal Employment Opportunity Commission (EEOC) and local equivalents; the Office of Human Rights; and the Occupational Safety and Health Administration (OSHA).

The expected outcomes of the project encompass several key areas, including increased awareness and knowledge about GBVH among women workers; improved access to support services for survivors; enhanced workplace policies and practices; and an overall reduction in GBVH incidents in the food service industry. The intended beneficiaries of this project are workers throughout the United States, particularly those who face higher vulnerability and disproportionately bear the impacts of GBVH. By providing worker-centered educational materials, survivor support services, and targeted outreach efforts, the project aims to benefit women from diverse backgrounds, industries, and regions across the country.