

SEXUAL HARASSMENT AGAINST WOMEN WITH DISABILITIES IN THE WORLD OF WORK AND ON CAMPUS



SEXUAL HARASSMENT AGAINST WOMEN WITH DISABILITIES IN THE WORLD OF WORK AND ON CAMPUS



UN WOMEN

New York, August 2020

ACKNOWLEDGEMENTS

Thanks to all those who gave their time and generously shared their expertise, borne of experience, analysis and specialisms, to consultations held by UN Women in the preparation of these guidelines.

Advocacy for Women with Disabilities Initiative (AWWDI) (Nigeria),

Alianza de Organizaciones por los Derechos de las Personas con Discapacidad (Uruguay),

Autistic Minority International (International),

Asdown Colombia (Colombia),

Asociación de Mulleres con Discapacidade de Galicia (Spain),

Asociación Paz y Esperanza (Bolivia, Ecuador and Peru),

Confederación Española de Personas con Discapacidad Física y/u Orgánica (COCEMFE),

Confederación Estatal de Mujeres con Discapacidad (CEMUDIS) (Spain),

Committee on the Rights of Persons with Disabilities (International),

DisAbleD Women's Network (DAWN) Canada (Canada),

Eco Century Technologies (Canada),

European Disability Forum (Europe),

European Union Agency for Fundamental Rights (Europe),

European Union of the Deaf (Europe),

Femmes pour le Dire, femmes pour Agir (France),

Federación Nacional de Mujeres con Discapacidad (Peru),

Finnish Federation of the Visually Impaired (Finland),

Fundació Catalana Síndrome de Down (Spain),

Fundación CERMI Mujeres (Spain),

Fundación Once (Spain),

Inclusion Europe (Europe),

International Disability Alliance (International),

Movimiento Estamos Tod@s en Acción (M.E.T.A.) (Latin America),

Nepal Disabled Women Association (NDWA) (Nepal),

Red por los Derechos de las Personas con Discapacidad (REDI) Mujeres (Argentina),

Red Latinoamericana de Organizaciones No Gubernamentales de Personas con Discapacidad y sus Familias (RIADIS) (Latin America),

Rising Flame (India),

Rwandan Organisation of Women with Disabilities (Rwanda),

Syracuse University College of Law (USA),

Women Challenged to Challenge (Kenya),

Women Enabled International (International)

and

World Bank (International).

TABLE OF CONTENTS

INTRODUCTION	2	IV. SEXUAL HARASSMENT IN THE WORLD OF WORK AND ON CAMPUS	13
I. GENERAL CONCEPTS	4	4.1 The world of work	14
1.1 Persons with disabilities	4	4.2 University campuses	14
1.2 Sexual harassment - call it what it is	5	4.3 Policies, procedures and practices addressing sexual harassment	15
II. POWER AND INEQUALITIES	6	V. ACCESS TO JUSTICE	19
2.1 Intersectionality	6	VI. CULTURAL CHANGE	21
2.2 Ableism and the transition to the human rights model of disability	7	VII. CONCLUSION	22
2.3 The continuum of violence	8	ANNEX I: INTERNATIONAL AND REGIONAL NORMATIVE STANDARDS	23
III. UNDERSTANDING DISCRIMINATION AGAINST WOMEN WITH DISABILITIES	9		
3.1 Discrimination	9		
3.2 Discrimination during the 2020 coronavirus pandemic	10		
3.3 Violence against women with disabilities	11		

INTRODUCTION

Commitments to end discrimination and eliminate all violence against women must have meaning to all those targeted by perpetrators and at risk thereof. Women and girls with disabilities rightly demand enjoyment of the full panoply of human rights to which all human beings are entitled. Work remains to be done to ensure that the links between gender and disability feature more routinely in efforts to end sexual harassment. Common approaches to disability rights, women's rights and gender equality have yet to place centrally the lives, experiences or voices of women and girls with disabilities.

Their call - "Nothing about us without us!" - must be heeded if our work is to make a relevant contribution to undoing structural discrimination and realising rights.

Equality for all depends on it.

This publication has been developed with the benefit of consultations with women with disabilities to place their experiential knowledge at the core of the work to end sexual harassment. It builds from the work of two previous publications: *"Towards an end to sexual harassment: The urgency and nature of change in the era of #MeToo"* (2018) and *"What will it take? Promoting cultural change to end sexual harassment"* (2019). This paper contributes to the development of

intersectional approaches for addressing sexual harassment as it manifests in the lives of women with disabilities. It also offers advice and support for policy makers to address the urgency of:

- (i) strengthening efforts to end discrimination against women in the promotion of the rights of persons with disabilities; and
- (ii) centering disability rights and community knowledge in work to end discrimination against women.

This paper contributes to these objectives, acknowledging the limited documentation of experiences of sexual harassment (or sexual violence) and disability.

Women with disabilities comprise one fifth of the world female population. Disability, gender and discrimination are interlinked in their shaping of women's lives. Women are at increased risk of developing a disability for a number of reasons, including due to violence against women and discrimination in health care.¹ UN Women recognizes that sexual harassment is a human rights violation of gender inequality that intersects with all structural social inequalities, including disability. The limited available survey data shows that women with disabilities experience sexual harassment at higher rates than women without disabilities (see Box 1).

BOX 1

Sexual harassment and disability

Several studies suggest that sexual harassment is the most common form of violence against women and girls² and that women with disabilities experience such abuse at higher rates than women without disabilities:

- **European Union:** 61% of women with disabilities experienced sexual harassment since the age of 15, as opposed to 54% of women without disabilities.³ (2015)
- **USA:** The National Council on Disability found that 31.6% of female undergraduates with disabilities experienced some type of sexual violence on campus, compared to 18.6 % of female undergraduates without a disability.⁴ (2018)
- **Canada:** Women with disabilities are twice as likely as women without disabilities to have been sexually assaulted.⁵ (2014)
- **Australia:** 89% of women with disabilities and 68% of men with disabilities have experienced sexual harassment. Persons with disabilities are more likely than those without to have been sexually harassed in the workplace (44% and 32% respectively).⁶ (2018)
- **United Kingdom:** A survey conducted in adults aged 16 to 59 years in England and Wales found that women with disabilities are twice as likely to have experienced sexual assault than women without disabilities.⁷ (2019)

I. GENERAL CONCEPTS

1.1 PERSONS WITH DISABILITIES

The Convention on the Rights of Person with Disabilities (CRPD) defines persons with disabilities as those “who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.”⁸

Persons with disabilities are not a homogenous group. Their diversity includes all types of impairments, which are further shaped and influenced by intersecting social inequalities including gender, race and ethnicity, sexual orientation and gender identity, migration status, age and more. Persons with disabilities experience social disadvantages worldwide, such as discrimination in laws and practices, environmental and informational barriers, constrained access to education, health and employment, higher rates of poverty and expenditure related to the cost of living with a disability that do not apply to others. This is a feature of societies being structured on the

assumption of ableness and disabilities not being accommodated socially, economically or in other ways.⁹

Intersectional invisibility of women with disabilities is a core problematic: they are neither considered adequately in work to promote the rights of persons with disabilities nor work to promote the rights of women, including on ending violence.¹⁰ Disability and gender inequality, effectuated by discrimination, are closely interlinked.¹¹ It is estimated that approximately 15.6% of the world’s population live with a disability but disability is more prevalent among women than men, affecting 12% of men and 19% of women.¹² Women with disabilities are therefore almost one fifth of the world’s female population. The higher rates of disability among women are due to various factors, such as longer life expectancy, lack of access to sexual and reproductive health services, exposure to violence against women and harmful practices and the gendered impacts of war, humanitarian and natural disasters.¹³

BOX 2

Key concepts

Disability: The CRPD defines disability as “an evolving concept” and a result of “the interaction between persons with impairments and attitudinal and environmental barriers that hinder their full and effective participation in society on an equal basis with others”.¹⁴

Impairment: The Committee on the Rights of Persons with Disabilities (CRPD Committee) defines impairment as “physical, psychosocial, intellectual or sensory conditions that may or may not come with functional limitations”.¹⁵ Impairment is a medical condition that may lead to disability.

预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_21843

