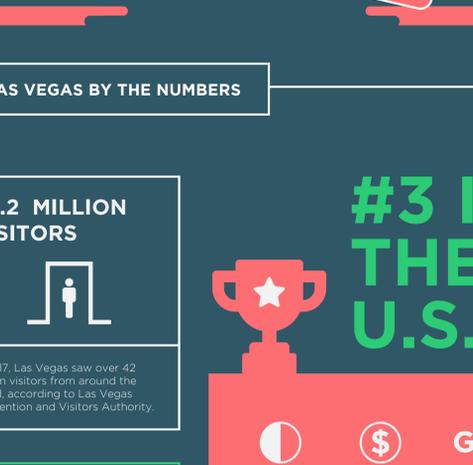


# RAISING THE BAR: SEXUAL HARASSMENT IN THE WORKPLACE FOR THE GAMING INDUSTRY'S LEADER



## LAS VEGAS BY THE NUMBERS

**42.2 MILLION VISITORS**



In 2017, Las Vegas saw over 42 million visitors from around the world, according to Las Vegas Convention and Visitors Authority.

**#3 IN THE U.S.**



**GDP**

- Ratio of visitors-to-population
- Absolute visitor spending
- Visitor spending as a share of total GDP

**NEARLY \$30 BILLION SPENT**



An estimated \$29.8 billion was spent by visitors in 2014. As a share of total GDP, only New York City and Orlando visitors outspend Las Vegas' visitor population.

## LAS VEGAS MONIKERS

**Capital of the World**



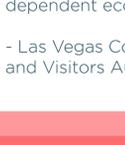
**City of Lost Wages**



**Sin City**



## LAS VEGAS: THE ENTERTAINMENT CAPITAL OF THE WORLD



"Southern Nevada is among the most tourism-dependent economies in the U.S., and may be the nation's most tourism dependent economy."

- Las Vegas Convention and Visitors Authority

## Leisure & Hospitality Sector



The leisure and hospitality sector accounted for 20.9% of Nevada's GDP



**#2**  
IN THE U.S.

Leisure and hospitality employment as a share of total compensation (23.1%) and a share of total employment (31.7%).

**3x**  
U.S. AVERAGE

Leisure and hospitality employment as a share of total employment is more than triple the national average. Only Atlantic City ranks higher.

**7x**  
ATLANTIC CITY

The number of Las Vegas employees in the leisure and hospitality sector is nearly seven times the number of employees in Atlantic City, reaching over 290 thousand individuals.



**\$929.5 million**

Gaming revenue for *only* the month of October in 2018

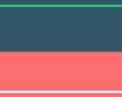
As the "Entertainment Capital of the World," the leisure and hospitality sectors are intrinsically intertwined with Las Vegas. An industry notorious for its underrepresentation and high harassment rates.

## LAS VEGAS: SIN CITY WITHIN THE WORKPLACE

"...few places in the U.S. are more perilous for women workers than Vegas."

- Bloomberg

**#1**



#1 out of 50 states for sexual harassment complaints per capita

A tenth of sexual harassment reports nationwide are from Las Vegas

Las Vegas' home, Clark County, saw a 25% increase in rape reports from 2016 to 2017

## BY PROFESSION:

### Cocktail Servers



Nearly 6 out of 10 had been sexually harassed by guests, managers or others while on the job

72% had guests do something to make them feel uncomfortable or unsafe

Nearly one third of casino cocktail servers had a guest touch or attempt to touch them without permission

### Hotel Housekeepers



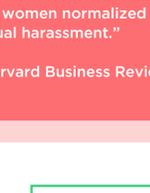
58% had been sexually harassed by a guest

Over half had guests do something to make them feel uncomfortable or unsafe

27% had been sexually harassed by guests, managers, or others while on the job

Almost half of hotel workers said they had experienced a guest answering the door naked or otherwise exposing himself

### Casino Workers



4 out of 10 had been pressured for a date or a sexual favor

77% had been sexually harassed by a guest

## Retaliation is Real



Nearly 3 out of 5 of hotel workers didn't feel safe on the job after reporting harassment

## PROTECTING PEOPLE IN THE LEISURE & HOSPITALITY INDUSTRY SECTOR

The accommodation and food services industry accounts for about 7.2% of the total workforce.



## #1 Sexual Harassment Reports by Industry

The hotel & food industry sector comprised 12.5% of EEOC reports, more than any other category. And this number represents only a fraction of all cases filed, not including state and local reports, reports without industry specified and unreported cases.

9 out of 10 women 7 out of 10 men

The restaurant industry is a particularly bad actor with more claims filed than any other industry.

9 out of 10 are unsafe or at-risk at work

86% of hospitality workers have felt unsafe or at-risk in their workplace.

2/3 of complaints against supervisors and upper management

Two-thirds of sexual harassment complaints in America's largest corporations were made against immediate supervisors and upper management.

1/2 Almost half with no recourse

Close to half believe employers do not take sexual harassment in the workplace seriously.

A culture where sexual harassment not only exists, it "comes with the territory."

It's time for change.

## CHANGING LAS VEGAS, IMPACTING THE ENTIRE INDUSTRY

More than 15 employees

Nevada's law, the Domestic Worker Bill of Rights, includes harassment provisions that apply to all organizations with more than 15 employees.

36,000 panic buttons

Service workers at the Bellagio, Mandalay Bay, the Mirage, MGM Grand, Caesars Palace, and other iconic casinos on the Las Vegas Strip get new panic buttons to keep employees safe at work.

57k Members | 173 Countries | 40 Languages

The Culinary Union, Nevada's largest immigrant organization, represents employees that work as guest room attendants, bartenders, cocktail and food servers, porters, ballmen, cooks, and kitchen workers. A strong voice for their members, the Culinary Union has been fighting for fair wages, job security and good health benefits for working men and women in Nevada for 83 years. Today, they're a strong proponent of stronger sexual harassment standards and policies.

### 1st Female Chair

Previous state senator, Becky Harris, was appointed to chair the Nevada Gaming Control Board, the first woman in its history, to hold the "top regulator position," announced shortly after the Steve Wynn scandal.

### 3,000 Licenses

The Nevada Gaming Control Board oversees nearly 3,000 licensees, governing the operation of gaming establishments within Nevada.

### 16-point Checklist

The 16-point checklist is a part of the proposed amendments to Regulation 5, changing Nevada state gaming regulations to strengthen sexual harassment safeguards, training, processes and procedures. An initiative led by Becky Harris, chair of the Nevada Gaming Control Board.



How does your sexual harassment policy match up?

Test your sexual harassment policy against the Nevada Gaming Control Board's 16-point checklist. [questback.com/test-your-policy](http://questback.com/test-your-policy)