

Sexual harassment is a problem across the hotel industry. To solve a global problem, we are building a global movement . . .



On 29 May 2018, Marriott workers from around the world gathered in Geneva, Switzerland, headquarters of the United Nations and the International Labour Organization, and marched, calling on Marriott to negotiate with trade unions to end sexual harassment in the hotel industry.



1 Why Marriott?

MARRIOTT IS THE WORLD'S LARGEST HOTEL COMPANY

with more than 6,500 hotels around the world, and almost 200,000 employees. Marriott should be a leader in creating a safer hospitality industry.

2 What is sexual harassment?

Sexual harassment is a form of gender-based violence which can include offensive comments or insults, requests for sexual favors, showing offensive pictures or websites, offensive touching or staring, or threatening workers who try to speak up or fight back.

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What are Marriott workers demanding?

Marriott should negotiate a global agreement with our global union federation, the International Union of Food, Farm, and Hotel Workers (IUF), on basic ways to ensure workers can negotiate to make our workplaces more safe:

A. Preventing and discouraging sexual harassment

- By creating clear and firm policies and guidelines in writing that make it clear that sexual harassment will not be tolerated
- By training all staff including managers on what is considered sexual harassment and how to address it
- By creating more secure jobs, so that workers are more confident about speaking up
- By reducing the isolation of workers, in jobs like hotel housekeeping

B. Responding to incidents of sexual harassment immediately

- Every workplace should have clear guidelines about how to manage sexual harassment cases
- By equipping workers with devices that can immediately alert hotel security
- By respecting workers' right to leave a dangerous situation, without any punishment for not finishing the work

C. Ensuring that workers are encouraged to come forward with complaints

- By developing a harassment complaint and follow-up procedure based on clear and well communicated channels for complaints
- By ensuring that complaints will be handled by a group of trained experts, chosen by workers themselves
- By guaranteeing that the expert body's recommendations will be implemented immediately and without question
- By guaranteeing clear support for victims and ensuring workers will not be punished in any way for coming forward with complaints
- By implementing clear and quick sanctioning and response procedures

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What can you do?



Discuss these demands with your co-workers! Talk about them in your union! Raise them with management at your hotel!



www.iuf.org

#WorkersOfMarriott

#MeTooMarriott