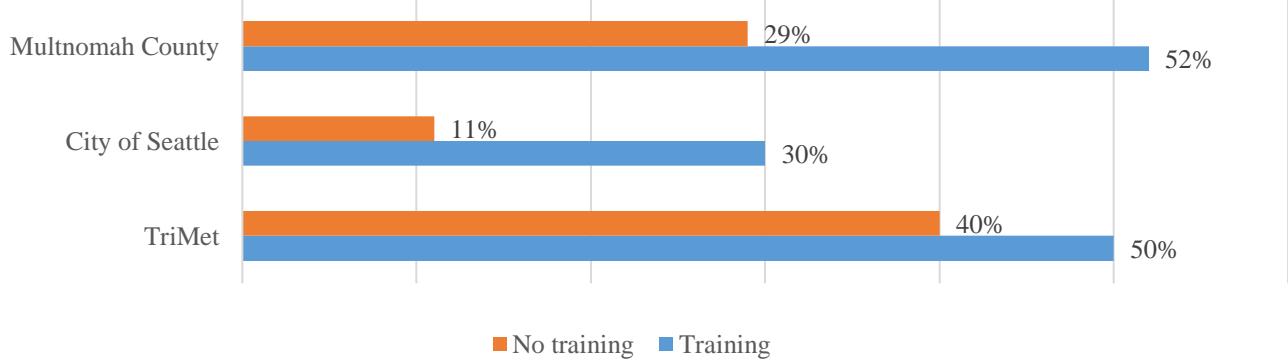


Impacts of Implementing Respectful Workplace Models on Construction Job Sites: Findings and Recommendations from Evaluation Research

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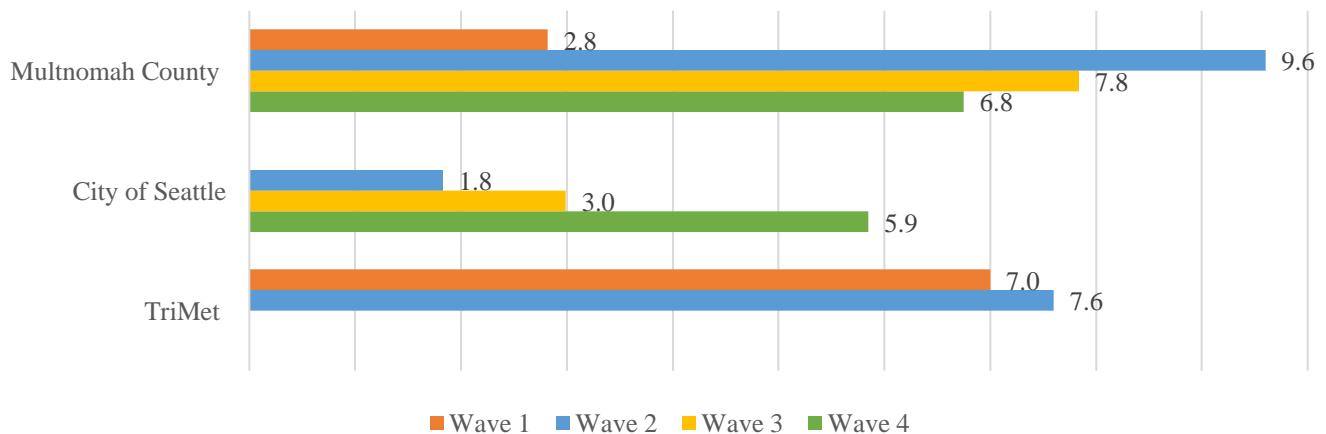
Key finding #1: Workers with training from a respectful workplace model were more likely to intervene in response to harassment across all waves of all studies. The likelihood of intervening increased over the study period in all three evaluations.

Percent of workers reporting bystander interventions in the last month at evaluation end, by training status



Key finding #2: Levels of harassment (slightly) decreased over the study period in only one of three studies. A higher level of engagement with respectful workplace models is needed to significantly bring down levels of job site harassment.

Mean number of instances of harassing behaviors observed in the last month, all waves



Examples of job site harassment and discrimination reported by workers on surveys:

Being talked to like [you're] not human or dumb.

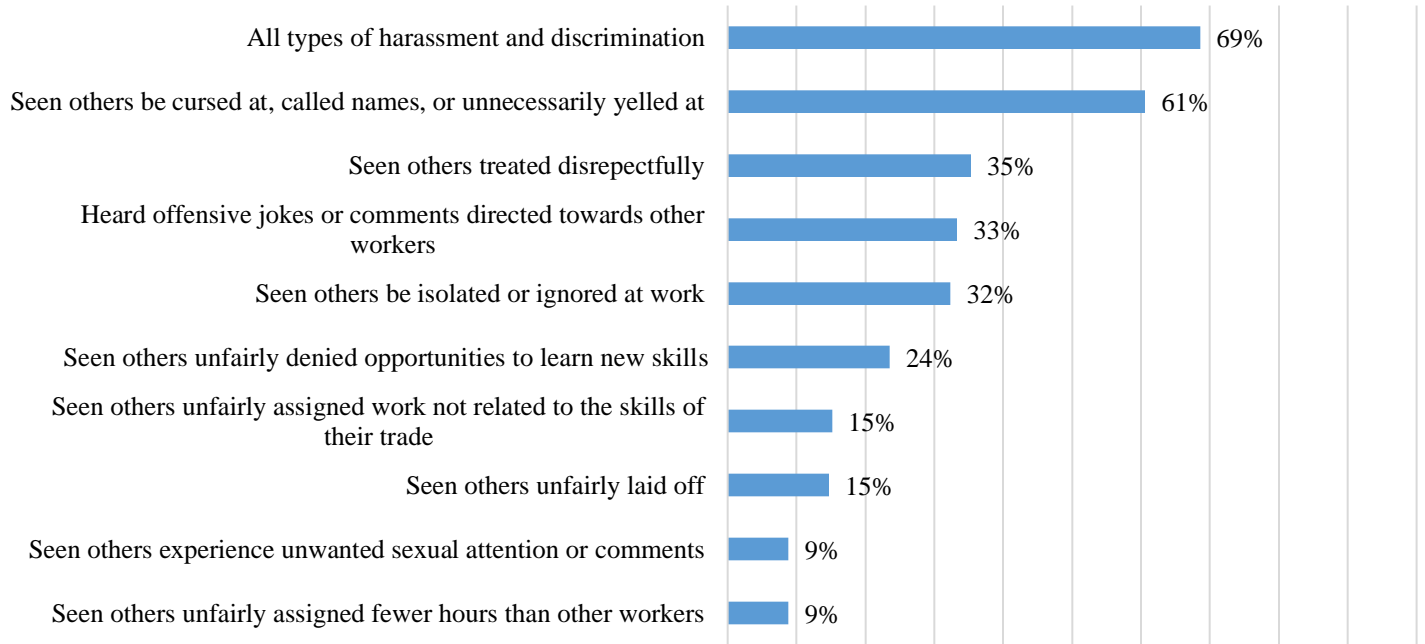
Mostly off-color offensive jokes aimed at gender, sexuality, race, etc.

Had a female worker experience unwanted [sexual] attention on two occasions.

Certain people disregarded, ignored, looked over for work opportunities.

Key finding #3: Harassment and discrimination remain a significant problem on construction job sites. This negatively impacts retention, productivity, and safety.

Percent of workers who observed harassing and discriminatory behaviors in the last month at end of evaluation, by type of behavior



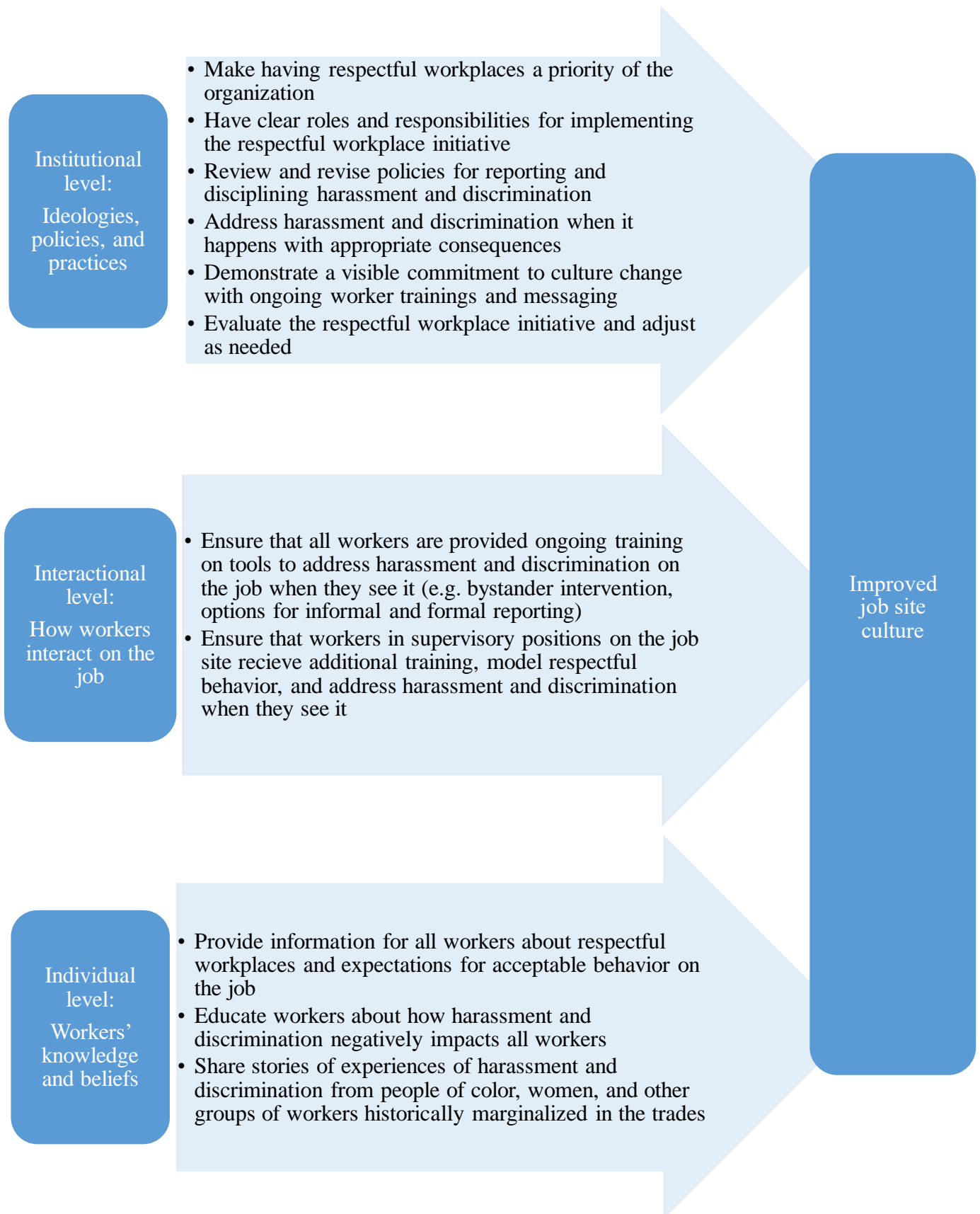
Note: The data above is from the final wave of data collection on the TriMet site; however, the trends in types of harassing behaviors were similar across sites.

Summary of evaluation research findings

	Percent of workers with any exposure to the program	Percent of workers with training	Percent of workers intervening in the last month	Were trained workers more likely to intervene?	Harassment observed in the last month	Did harassment decrease during study period?
Green Dot for the Trades, Multnomah County	98% had any exposure	44% attended a train-the-trainer, bystander training, and/or a toolbox talk	38% intervened	YES 52% vs 29%	7 instances of harassment 77% observed harassment	YES (slightly)
Acceptable Work Sites Training, City of Seattle	85% had any exposure	18% attended a manager training and/or a job box talk	16% intervened	YES 30% vs 11%	6 instances of harassment 41% observed harassment	NO
Green Dot for the Trades, TriMet	63% had any exposure	33% attended a train-the-trainer, bystander training, and/or a toolbox talk	49% intervened	YES 50% vs 40%	8 instances of harassment 69% observed harassment	NO (did not administer surveys during primary implementation)

All PSU evaluation research on respectful workplace models to date is summarized here; however, note that findings are not directly comparable across projects, given differences in implementation and evaluation.

Sociological model of culture change in construction



Changing construction job site culture will not be quick or easy! The research findings and observations of implementations suggest that we have many of the tools needed and the industry is on the right track!

Recommendations from evaluation research

First, at the **institutional level**, leaders must address the policies, practices and ideologies of their organizations. Many organizations already oppose harassment and discrimination as part of their organizational ideologies. In many organizations, additional work is needed around revising policies and practices and ensuring strong processes for reporting and discipline. A key component of making this organizational commitment is having visible and ongoing training and messaging for all workers, such as through the RISE Up or Green Dot for the Trades models. I recommend that all workers should have contact with the model (e.g. five to ten minute booster sessions as toolbox or job box talks) at least once a month in addition to longer trainings and other visual reminders on the job site.

At the **interactional level**, workers need to be educated about respectful workplaces and learn tools to address harassment and discrimination when they see it. A key component is ensuring ongoing training, through supervisor and worker trainings, monthly booster sessions, and visuals on the job site. There is a key role in this work for workers in front line supervisory positions.

Finally, at the **individual level**, it is wonderful when respectful workplaces trainings fundamentally impact the knowledge and beliefs of individuals! However, a more realistic goal is to educate workers about harassment and discrimination and provide information on respectful workplaces and acceptable behavior on the job. It is reasonable to expect workers to adjust their behavior on the job, even if they do not change their beliefs.

Overview of the three evaluation research projects

Project	Sites	Size of site(s)	Type of project(s)	Components of implementation	Timeline
Green Dot for the Trades, Multnomah County	1	Large (200-400 workers)	Vertical construction	<ul style="list-style-type: none"> Orientation Overview for managers Train-the-trainer Bystander intervention trainings Toolbox talks Banner and hard hat stickers TA from Oregon Tradeswomen and Alteristic 	<ul style="list-style-type: none"> September 2017: Wave one September 2017: Overview for managers December 2017: Implementation September 2018: Wave two August 2019: Wave three December 2019: Wave four
Acceptable Work Sites training, City of Seattle	6	Small (less than 50) to medium (50-200)	Road, tunnel, and vertical construction projects	<ul style="list-style-type: none"> Orientation Train-the-trainer Manager trainings Job box talks TA from ANEW 	<ul style="list-style-type: none"> May 2019 Wave one December 2019: Implementation February-May 2021: Wave two August 2021: Wave three December 2021 Wave four
Green Dot for the Trades, TriMet	1	Small (less than 50 workers)	Road project	<ul style="list-style-type: none"> Orientation Train-the-trainer Bystander intervention trainings Toolbox talks Banner and hard hat stickers TA from Alteristic 	<ul style="list-style-type: none"> January to March 2021: Implementation November 2021: Wave one February 2022: Booster session March 2022: Wave two

For more information on Dr. Maura Kelly's research on the recruitment and retention of a diverse construction workforce, including the reports that this fact sheet draws from, see www.maura-kelly.com. For more detail on the respectful workplace models, see [this report](#) reviewing multiple models as well as further information from [Green Dot for the Trades](#), [City of Seattle Acceptable Work Sites](#), [RISE up](#), and [RISE Up in Oregon](#).