

Sexual Harassment & Institutional Betrayal: The Search for Transformative Justice

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Social Justice

- Achieved when equity & justice exists throughout society and for all people.
- Reflects values and is demonstrated via behaviors where the primary goal is to decrease human suffering and promote equality and justice.
- Social *in*Justice creates Social Oppression

Institutional Betrayal

- Committed by an institution and harms those who depend on the institution. Such as:
 - Discriminatory rules and procedures.
 - Failing to do what is reasonably expected to avoid or prevent harm.
 - Failure to respond supportively to harm done by individuals within the institution.
 - Denigrating, blaming, and marginalizing individuals or groups harmed.
 - Retaliating against Whistleblowers.

(INSTITUTIONAL) DARVO

- **Deny**
- **Attack**
- **Reverse Victim & Offender**
- **Particularly aggressive form of institutional betrayal**

Institutional Betrayal

- Physical health:
 - Headaches, sleep disturbances, respiratory distress
- Psychological:
 - Posttraumatic stress, suicide, depression, anxiety
 - Exacerbation of symptoms of the original trauma (e.g., following sexual assault → increased anxiety, dissociation, and sexual dysfunction)

Institutional Betrayal

- Occupational outcomes:
 - Decreased loyalty and commitment, decreased productivity, withdrawing from the workgroup, disengaging, quitting
- Academic outcomes:
 - Decreased school performance, academic withdrawal, changing majors, disciplines, or institutions, leaving school without completing the degree

Transformative Justice

“Justice responses to sexual misconduct must acknowledge...the negative effects of societal and individual norms that...silence victims and create opportunities for reabuse.”

(Koss, Wilgus, & Williamsen, 2014, p. 245)

Transformative Justice

“We will need to *lean in* to addressing structural oppression as a form of sexual violence prevention, by explicitly addressing the intersections of misogyny, gendered homophobia, racism, and sexual violence.”

(McCauley, Campbell, Buchanan, & Moylan, 2019, p.16)

Transformative Justice

- Center the needs and desires of survivors over perpetrators, institutions, and social norms
- Acknowledge interlocking systems of oppression and how intersecting marginalized identities change the experience of sexual misconduct
- Expand beyond individual-individual to consider institutional agents of *in*justice
- Ground sexual misconduct within frameworks of (abuses of) power and oppression

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