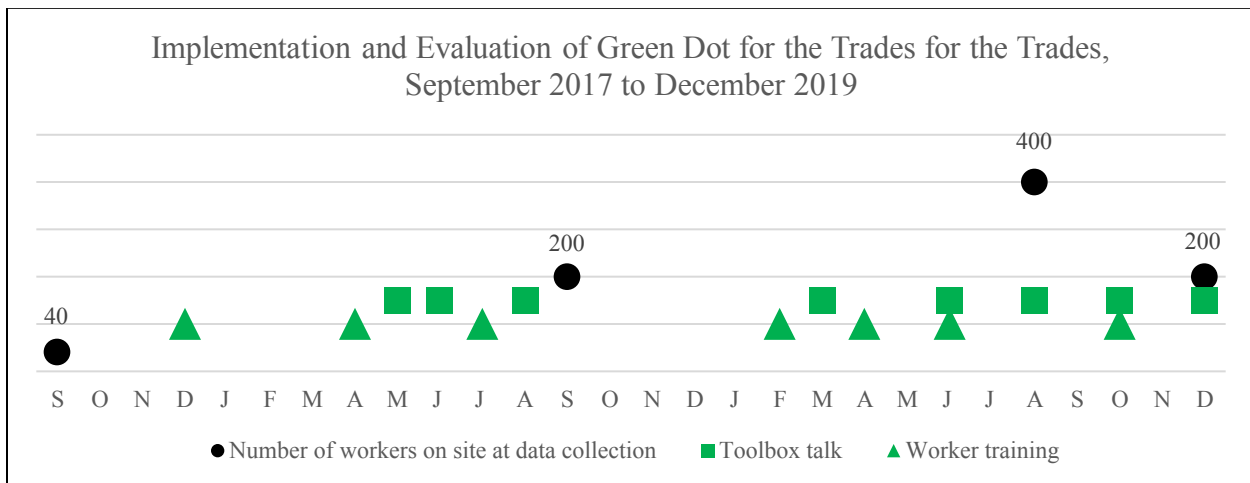


Executive summary

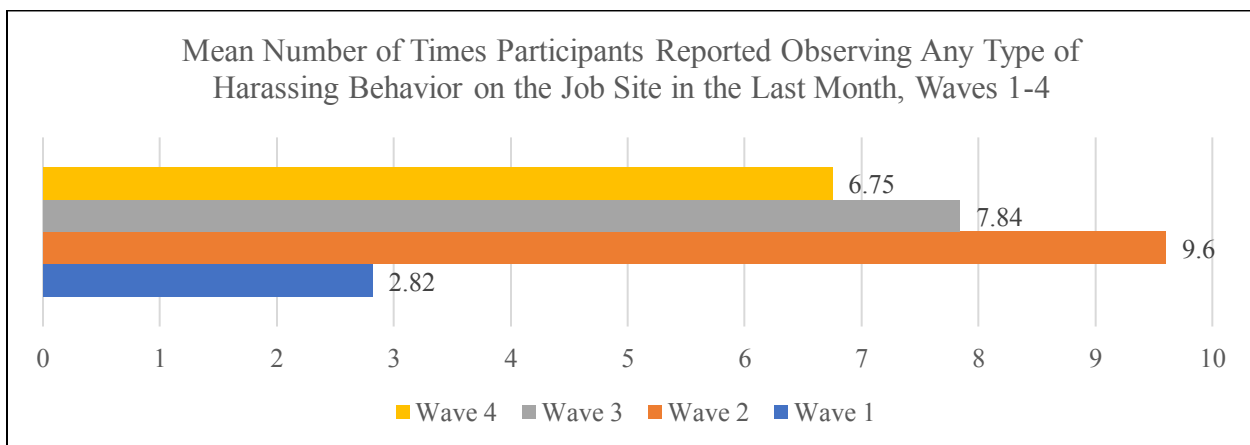
Green Dot for the Trades is a bystander intervention program intended to reduce harassment on construction job sites. This program provides tools to workers on how to intervene to address job site harassment when it happens as well as intervening with proactive strategies to prevent harassment. Green Dot for the Trades was implemented on one pilot job site in Portland, Oregon. The pilot included: train-the-trainer (three days), a manager training (60 minutes), worker trainings (60 minutes), toolbox talks (five to ten minutes), information at new worker orientations, and posters and stickers on the job site. The pilot project was a collaboration between Alteristic, Hoffman Construction, Oregon Tradeswomen, and Portland State University researchers. This evaluation is based on four waves of surveys administered on the pilot job site, which were designed to assess changes in workers' behaviors and attitudes related to harassment and bystander intervention.



Note: Two toolbox talks delivered in December 2019

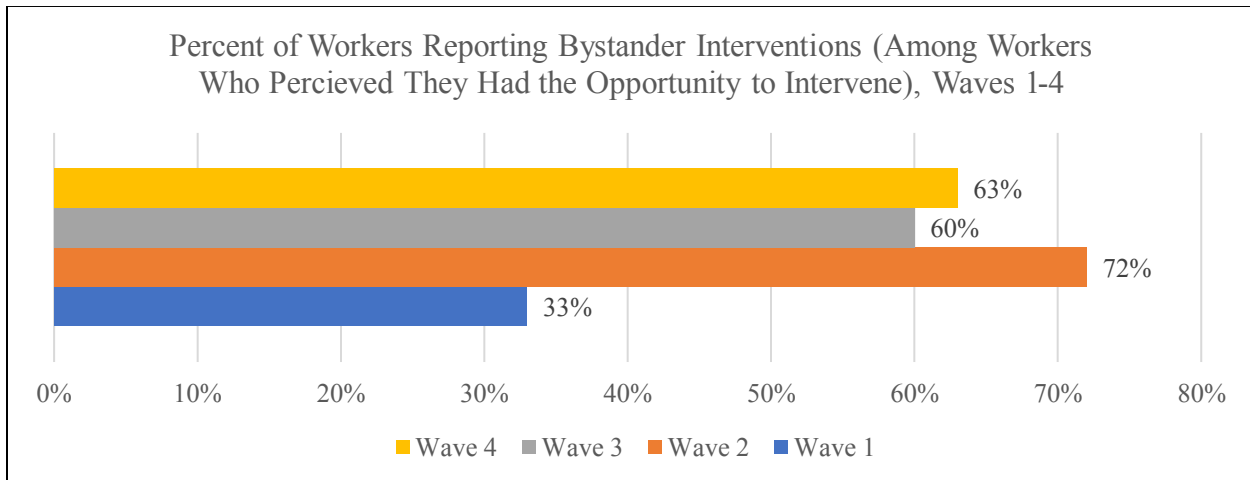
Reduced job site harassment

As shown below, the average reported number of instances of harassing behavior observed *decreased* across waves two, three, and four; at wave four, workers reported observing an average of almost seven instances of harassing behavior in the last month. At wave four, 77% of workers reported seeing any harassing behavior in the last month. These findings indicate that job site harassment decreased but harassment was prevalent on the job site throughout the pilot project.



Increased bystander intervention (among workers who perceived the opportunity to intervene)

As shown below, the percent of workers who reported reactive or proactive bystander interventions (among workers who perceived they had the opportunity to intervene) increased from wave one to subsequent waves; at wave four, 63% of workers who reported having the opportunity to intervene reported an intervention (38% of *all* workers reported an intervention).



Workers who received Green Dot for the Trades training (train-the-trainer, worker training, and/or toolbox talk) were more likely to report bystander interventions: 76% of Green Dot for the Trades trained workers versus 51% of other workers reported intervening when they were in a situation to intervene.

Conclusions and recommendations

During the pilot study, reported levels of harassing behavior slightly decreased and reported bystander interventions (when workers perceived they were in a situation to intervene) increased. Thus, Green Dot for the Trades shows promise as a tool that can support efforts to decrease harassment on construction job sites.

The findings from this pilot study suggest that before widespread adoption in the trades, the program should be refined to bring harassment levels down lower and more quickly. Providing training to all workers as well as providing additional discussion and visibility of the program on the job site may assist with these goals. Additional training may help more workers identify harassing behavior and opportunities for intervention. The effectiveness of the program could also be improved by pairing the program with ongoing communication from contractors about expectations for acceptable behavior, informal and formal reporting processes, and disciplinary processes.

More information

Alteristic's Green Dot for the Trades <https://alteristic.org/casestudy/oregon-tradeswomen/>

Oregon Tradeswomen <https://tradeswomen.net/>

Hoffman Construction <http://www.hoffmancorp.com/>

Portland State University <https://www.pdx.edu/sociology/maura-kelly>