RAINN

Survey on Sexual Misconduct in the Beverage Industry

Final Report

86 HARASSMENT

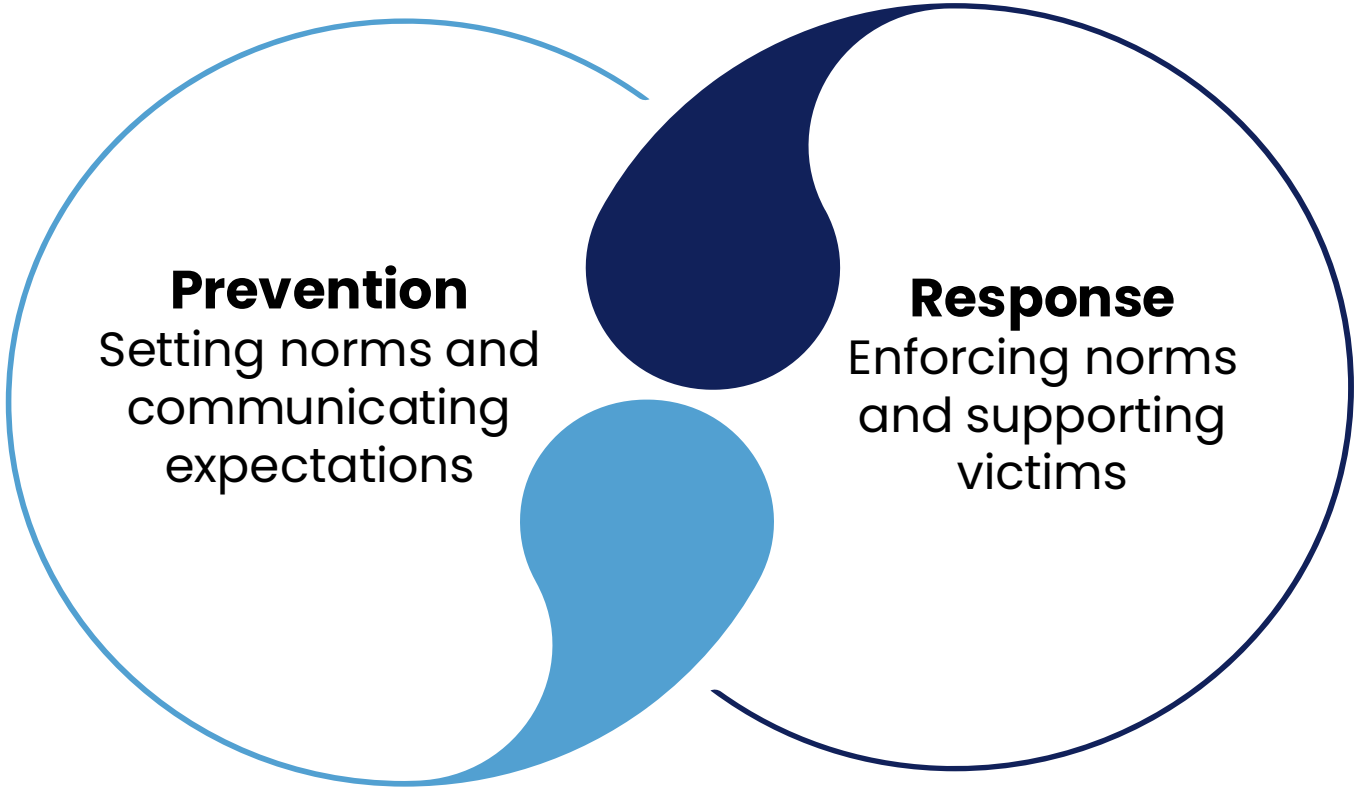
Delivered September 2026

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The Premise of the WOTVS-RAINN Partnership: Prevention Works

Organizations can improve safety by developing meaningful awareness and prevention strategies and by equipping employees to address incidents when they occur

- Clear policies on acceptable and unacceptable behavior
- Awareness activities and outreach to the community to communicate norms
- Training for employees to help shape a communal understanding of healthy boundaries and support
- Community education about consent, boundaries, and the impacts of sexual misconduct
- Accountability measures that consistently enforce and communicate that violations of sexual misconduct policies are not tolerated



- Reporting is encouraged and taken seriously; multiple reporting pathways are available
- Those making a report receive support and a consistent, trauma-informed response
- Key responders are competent, trained, and use trauma-informed techniques
- Investigations are thorough and well-defined because of clear policies
- Accountability decisions are consistent and free of bias
- Prevention and response efforts are continuously improved

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About This Survey

154 members of the alcohol/alternative beverage and hospitality industries answered the survey — most of them at small organizations, in 26 different roles, from bartender to owner/CEO

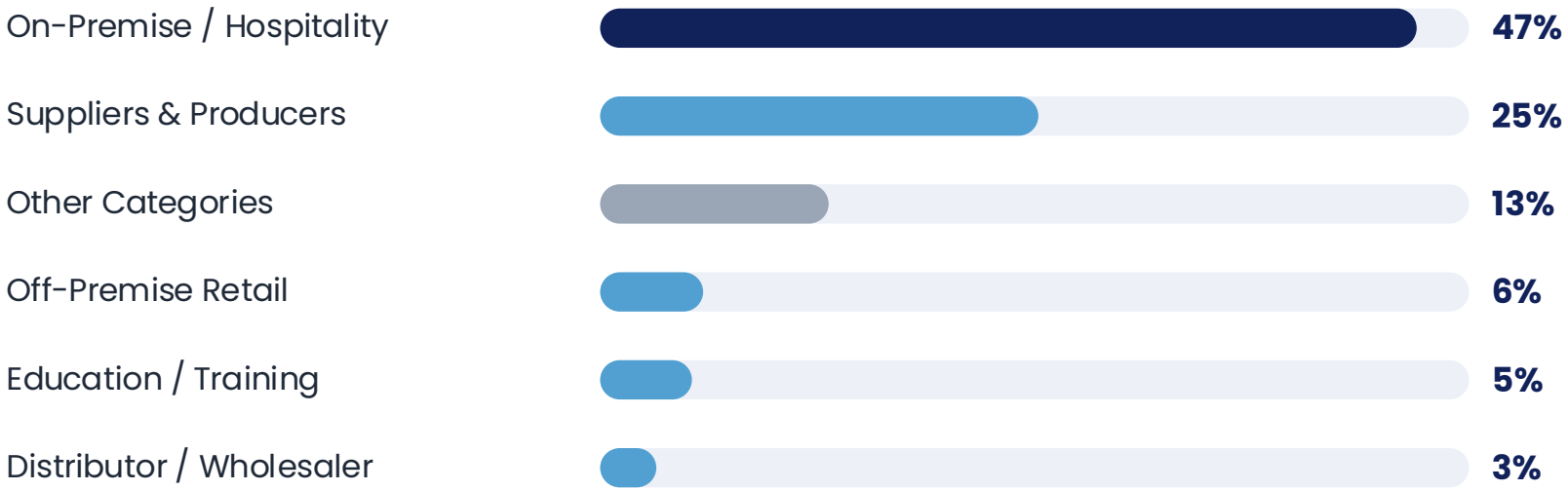
154

survey respondents

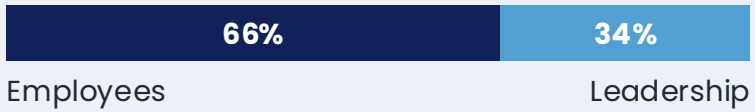
Members of the alcohol/alternative beverage and hospitality industries

- 83% reside in the United States
- 26 distinct job roles, from bartender to owner/CEO

WHERE THEY WORK



ROLE IN THE ORGANIZATION



ORGANIZATION SIZE

75% work at organizations with fewer than 200 employees

54% are at organizations with 1–49

n = 154 respondents; 151 answered the workplace-profile questions. Percentages are of those who answered each question. "Suppliers & Producers" combines beer, wine, spirits, and other producers; "Other Categories" combines associations, media, technology, marketing, importers, and self-described responses.

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Survey Respondents Reported High Levels of Sexual Misconduct

A large majority of survey respondents witnessed or directly experienced sexual misconduct within the last year, alone

More than half (59.33%) of respondents reported personally witnessing or experiencing sexual harassment in the last year.

> *Past experiences at multiple establishments taught me three things: how to identify harassment, how to avoid doing it to someone else by accident, and to keep my mouth shut if it happens to me.*



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Confidence in Reporting Processes

Some survey respondents expressed optimism about getting support after experiencing/witnessing sexual misconduct, but substantial numbers of respondents were less certain

- 58% believed that their supervisor/organization would allow them to take a break after a difficult interaction
- Average confidence that organization would protect individuals who report sexual harassment from retaliation: 63.17%
- Average confidence in fairness of reporting process: 59.69%

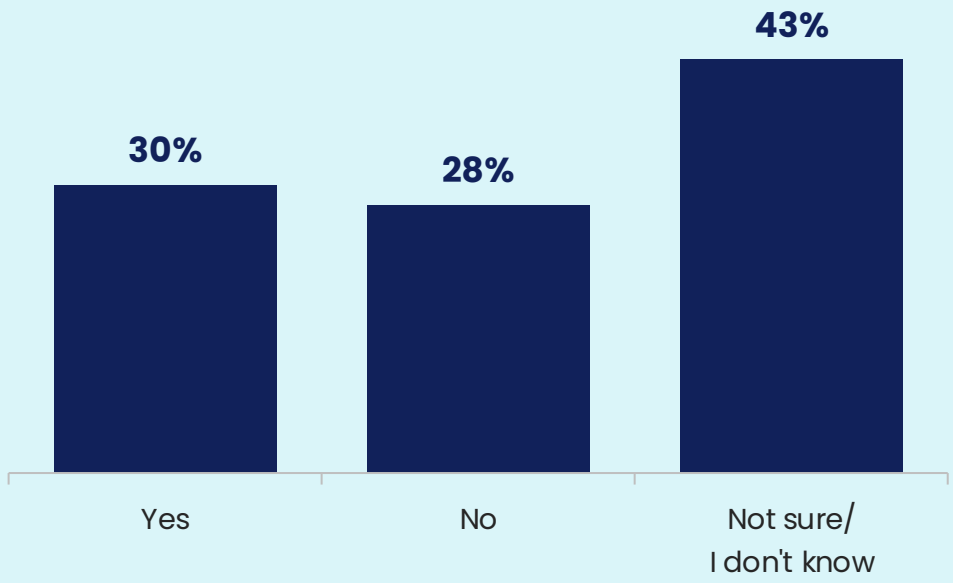


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Leaders Were Unsure About After-Hours Sexual Misconduct

Respondents in leadership roles were uncertain about whether workplace policies covered sexual misconduct that was perpetrated outside the workplace

SHARE OF LEADERS RESPONDING (%)



Leaders only (n = 47 answered this question via skip logic). By response: n=14 | n=13 | n=20.



I just want to be treated like a person, trying to do their job and give a good experience.

Photo: Pexels

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Inconsistent Training

Echoing the research literature, respondents who had recent training on sexual misconduct were more confident in their supervisors and more knowledgeable about policy—but many employees received no training at all

- While 37.33% of respondents had training about sexual misconduct in the last year, a similar proportion (32.67%) reported never having this training at all

- Experiencing recent training tended to be associated with measures of trust in organizational leadership, as well as measures of policy clarity. For example, respondents who received sexual misconduct training more recently are more likely to report that their organization has clear, enforced policies about online behavior.



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Two Ways to Read the Training–Trust Correlation

There are multiple reasons why recent training about sexual misconduct is correlated with employees' trust in management and their sense that policies are clear

EXPLANATION A

Training Builds Trust Directly

The training itself may cause the effect. A recent session can signal that leadership takes the issue seriously and can make the policy's actual content easier to recall.

OR

EXPLANATION B

Preexisting Employer Norms Explain Both

Employers who already prioritize this issue may be the same employers who hold training and already have clear policies and trustworthy track records – training reflects an existing culture rather than creating one. Even in this case, **training is a signal that you care.**



Photo: Pexels

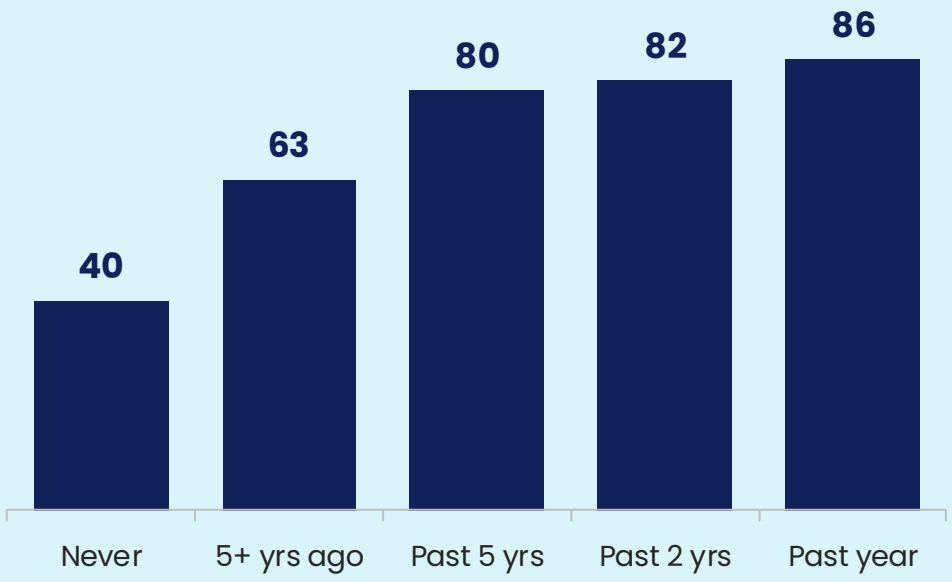
"Prevention is the initial means of defense, after is maintaining constant communication, and offering safe and sincere support." –Survey Respondent

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Recent Training Tracks With Leadership Readiness

Among leaders, how recently they were trained closely tracks how prepared they feel to address a serious incident of sexual misconduct. This was one of the strongest correlations in RAINN's survey, suggesting that recent training is very important

LEADERSHIP READINESS SCORE (0–100)



r = 0.70 across training-recency bands (leaders only, n = 42).

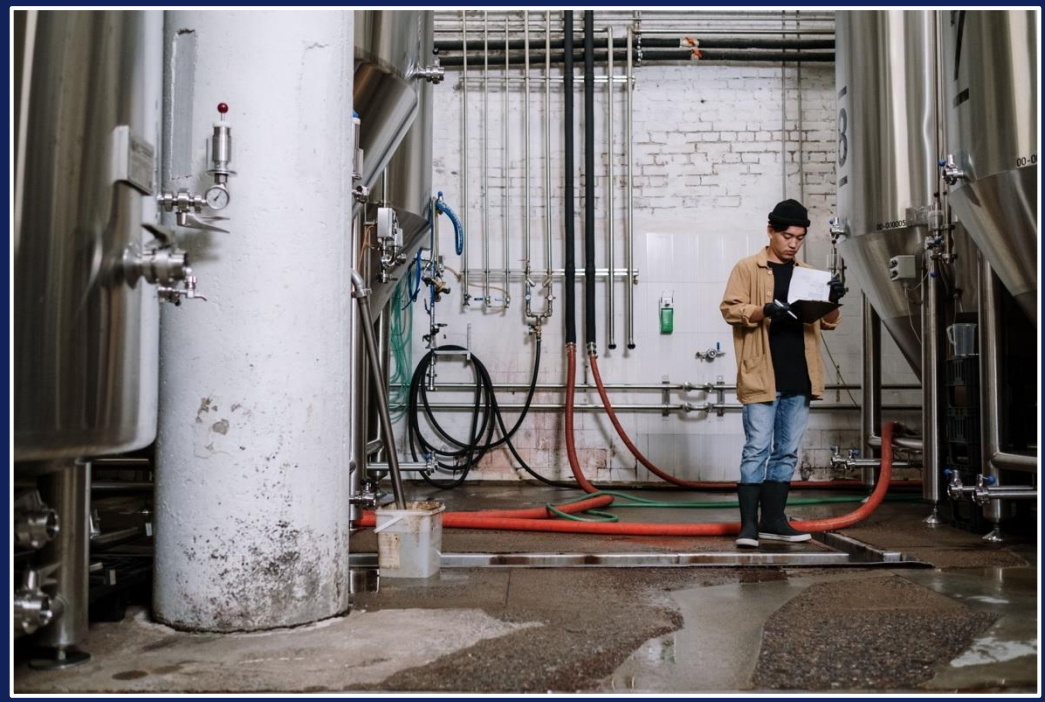


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Resources for Survivors Make Workplaces Safer

Survey respondents contributed ideas about resources that could help survivors

- One of the most common suggestions in an open-ended question about resources for survivors was **improved access to mental healthcare** (26.7%)
- Respondents also pointed to various **on-the-job hierarchies as barriers to reporting or vulnerabilities to sexual misconduct** ("…hourly employees are subject to retaliation via scheduling.")
- Respondents also asked for **more training about sexual misconduct** ("better reporting practices, trainings and protections for young sales reps.")

86 Harassment Hotline

A crisis hotline built specifically for survivors of sexual misconduct who work in the alcohol/alternative beverage and hospitality industries

- Free and confidential to use
- Available 24/7 in English or Spanish
- U.S. and Canada only: **1-781-277-6679**
- International: **1-986-786-4386**
- Online chat: **86harassment.com/hotline**

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Resources for Survivors Make Workplaces Safer

Some respondents pointed out that it matters *who* is supplying the resources, not just *what* resources are available

- Respondents requested **clearer, more confidential reporting options**. While some requested the option to **report to third parties** ("A hotline for reporting or an email to report incident."), others suggested that internal **HR departments** could be an option, though they were not always available ("Most wineries do not have an HR department and those that do actively discourage its use due to 3rd party costs.").

- **In some cases, respondents asked to speak to a woman**, noting that they would feel more comfortable doing so ("As a female it would be important to me to have a trusted woman to talk to, whether that be an HR rep or operations manager.")



Photo: Pexels

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Appendix:
About RAINN

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WITH RAINN, YOU ARE NOT ALONE

MISSION

As the leading authority on sexual violence, RAINN's mission is to engage in prevention programming, support victims, and ensure that perpetrators are brought to justice.

RAINN founded and operates the National Sexual Assault Hotline:

Telephone: 800.656.HOPE (4673)
Online: hotline.rainn.org/online
Spanish: rainn.org/es
Text: Text "HOPE" to 64673

Free | Confidential | 24/7

To date, RAINN has helped more than **5 million** survivors and their loved ones through our victim services programs.

Our Approach

With RAINN Consulting Group, you'll gain a unique combination of extensive subject matter expertise in sexual misconduct, decades of experience supporting survivors, and consulting experts who focus on creating high impact, sustainable solutions for your organization



SUBJECT MATTER EXPERTISE

Our approach is rooted in decades of research and experience, as well as best- and emerging-practices in the field of sexual misconduct awareness, prevention, and response



VICTIM-CENTERED & TRAUMA-INFORMED

We empower clients to create safer communities by supporting those who have experienced harm, and developing effective prevention and response strategies



BEYOND COMPLIANCE

Our solutions support clients in moving beyond a reactive, check-the-box approach towards proactive approaches that prioritize new norms of respect, consent, and safety

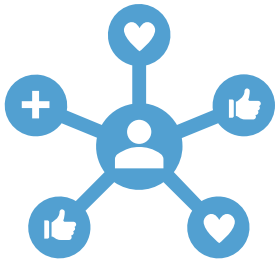
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About Our Team

Our team of interdisciplinary consultants ensures that our work incorporates multiple perspectives, allowing for comprehensive, sustainable, and research-informed solutions



Policy & Law



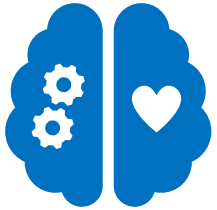
Public Health



Education



Technology



Mental Health & Counseling

Business



Arts & Entertainment



Child Welfare

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A suite of options for sexual misconduct prevention and response

Our variety of products and services help clients prevent sexual misconduct and strengthen response processes and systems of support, including our most sought-after services below



Best Practices & Prevention Strategies

- Organizational Assessments
- Strategic Planning with Leadership
- Sexual Misconduct Policy Review/Development
- Response Protocol Development
- Facilitated Case Reviews

Training & Education

- Foundational and Custom Training Sessions
- Facilitation Support and Train-the-Trainer
- Leadership Skill-Building Workshops
- Speaking Engagements
- Training Content Review

Client-Branded Hotlines

- Crisis Hotlines
- Reporting Hotlines
- Recovery Support Fund Hotlines
- Hotline Technology Licensing
- Hotline Operations Consulting

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