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Combating sexual harassment in the baseball industry

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Sexual harassment in the workplace and related power dynamics have become increasingly prevalent topics in the mainstream media in recent years, but over the last several months added attention has been drawn to their prevalence in the baseball industry. Seeking to propose potentially feasible, desirable, and implementable solutions to combat sexual harassment in baseball, and to minimize consequences and harm for those who report sexual harassment, my work seeks to combine firsthand experience with research focusing on sexual harassment in male-dominated industries, its effects, reporting harassment, and the consequences of reporting. Among the key findings are the significance of organizational climate as a predictor of sexual harassment, as well as areas where improvements can be made. Suggested policy improvements include addressing gaps to accommodate non-employees who come into contact with baseball employees, creating informal channels for reporting, and offering advocacy to those who report.