

# #USTOO?



**Doug White**  
May 24, 2018

# WHAT IS HAPPENING HERE?



# “Humane Society CEO Wayne Pacelle Resigns Following Sexual Harassment Allegations”



**Time**  
**February 2, 2018**

**“The Oxfam scandal shows that, yes, nonprofits can behave badly.”**



**OXFAM**

**Washington Post  
February 19, 2018**



# “When Charity Workers Turn Predatory”



**OXFAM**

**New York Times**  
**February 23, 2018**



# “Inside a Powerful Silicon Valley Charity, a Toxic Culture Festered”



**New York Times**  
**May 11, 2018**

# “A Quarter of Female Fundraisers Report Experiencing Sexual Harassment”

**Washington Post**  
**February 19, 2018**

# SURVEY RESULTS

- 21 percent had personally **experienced** harassment in their work – including 25 percent of women and 7 percent of men.
- 16 percent of respondents **witnessed** harassment.
- 26 percent had **been told about** an incident of harassment.
- 20 percent agreed that sexual harassment was **rampant** within the fundraising profession.



# “I Keep Thinking of Antioch”



**Samantha Stark**  
**New York Times**  
**April 8, 2018**

**“It’s Time for Nonprofit  
Boards to Have a  
Conversation about Sexual  
Misconduct.”**

**Nonprofit Quarterly  
February 22, 2018**

**SO ...**

**LET'S TALK**

# Five Mistakes Your Nonprofit Doesn't Want to Make When Investigating Sexual Harassment Allegations

# **FIVE MISTAKES YOU DON'T WANT TO MAKE**

- **Don't wait for a formal complaint or require complaints to be in writing or signed by the alleged victim.**
- **Don't focus on the intent or other characteristics of the alleged harasser – focus on the conduct itself.**
- **Silence is not golden: Communicate the results of the investigation.**
- **Maintain confidentiality but manage expectations.**
- **Protect the victim and others involved from retaliation.**

**National Council of Nonprofits  
March 14, 2018**

# “Why I Returned to the Board of the Humane Society of the United States”



**Marsha Perelman**  
**Chronicle of Philanthropy**  
**April 23, 2018**

# WHY I RETURNED

- Wayne Pacelle resigned after our general counsel's office came forward with additional reports of misconduct.
- I have seen the incredible results that the dedicated women and men in this nonprofit organization consistently accomplish.
- I have seen how committed this organization is to learning from its mistakes and fostering a safer work environment.
- I'm convinced it has an unstoppable dedication to excellence — not only in its pursuit of protecting animals but in its pursuit to support the women and men who are the driving force of its remarkable success.

**Marsha Perelman**  
**Vice Chair of the Humane Society of the United States Board of Directors**

# THANK YOU!

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