

# Misogyny Temperature Check Tool

## Extreme, criminal and overt misogyny

- Sexual assault, rape, and sexual abuse of female staff or service users
- Culture of widely reported sexual harassment of female staff or service users
- Sexual name-calling of women and girls 'slut', 'slag', 'whore', 'bitch'
- Sharing or watching of porn in the workplace
- Jokes about raping, murdering or abusing women and girls
- When asked, female staff report significant issues of misogyny, sexism and sexual harassment
- Female staff report not being able to report, being ignored, being bullied or being accused of lying if they disclose misogynistic behaviours

## Significant overt misogyny

- Female staff and leadership widely considered to be inferior, weaker, or less competent than males
- Female staff are frequently objectified, sexualised and infantilised by others
- General hatred or rejection of feminism, women's rights, and women's groups
- A belief that addressing misogyny is a form of positive discrimination, or a form of hatred or discrimination of men
- A belief that patriarchy doesn't exist, and women are equal
- Leadership deny misogyny exists (in the organisation, or in society)

## Institutional covert and overt misogyny

- Policies and procedures which favour, promote, or protect men whilst discriminating against or impacting women
- Culture of internalised misogyny amongst women towards other women
- Frequent rumours, gossip, lies and sabotage of women in the workplace, particularly in leadership or promotion processes
- Mansplaining to women, talking down, ignoring, stealing the ideas of women
- Policies which punish or discourage women with children or during pregnancy
- Perpetuating or ignoring sexist body, hair, make-up and appearance standards applied to women

## Societal and covert misogyny in the workplace

- Unwitting and non-deliberate use of misogynistic phrases or ideas about women
- Some use of disparaging misogynistic comments such as 'man up', 'don't be such a woman', 'crying like a girl', 'are you on your period?'
- Assumptions that there are different jobs or expectations for men and women
- Rare incidents of sexism and misogyny are dealt with quickly and robustly
- Women generally feel safe when disclosing or reporting incidents of misogyny
- Some evidence of double standards in the way men and women are treated

## Active anti-misogyny

- A workplace in which women are not subjected to misogyny or sexism
- Women feel safe at work, equally valued and treated, no evidence of sexual harassment or abuse, but women feel confident to report if it did arise
- Misogyny is not tolerated, and policies do not discriminate against women or mothers