

RAISING THE BAR: SEXUAL HARASSMENT IN THE WORKPLACE FOR THE GAMING INDUSTRY'S LEADER



LAS VEGAS BY THE NUMBERS

42.2 MILLION VISITORS



In 2017, Las Vegas saw over 42 million visitors from around the world, according to Las Vegas Convention and Visitors Authority.

NEARLY \$30 BILLION SPENT



An estimated \$29.8 billion was spent by visitors in 2014. As a share of total GDP, only New York City and Orlando visitors outspend Las Vegas' visitor population.

#3 IN THE U.S.



Ratio of visitors-to-population



Absolute visitor spending

GDP

Visitor spending as a share of total GDP

LAS VEGAS MONIKERS

Capital of the World



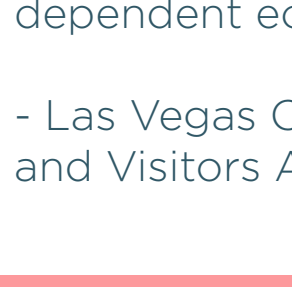
City of Lost Wages



Sin City



LAS VEGAS: THE ENTERTAINMENT CAPITAL OF THE WORLD



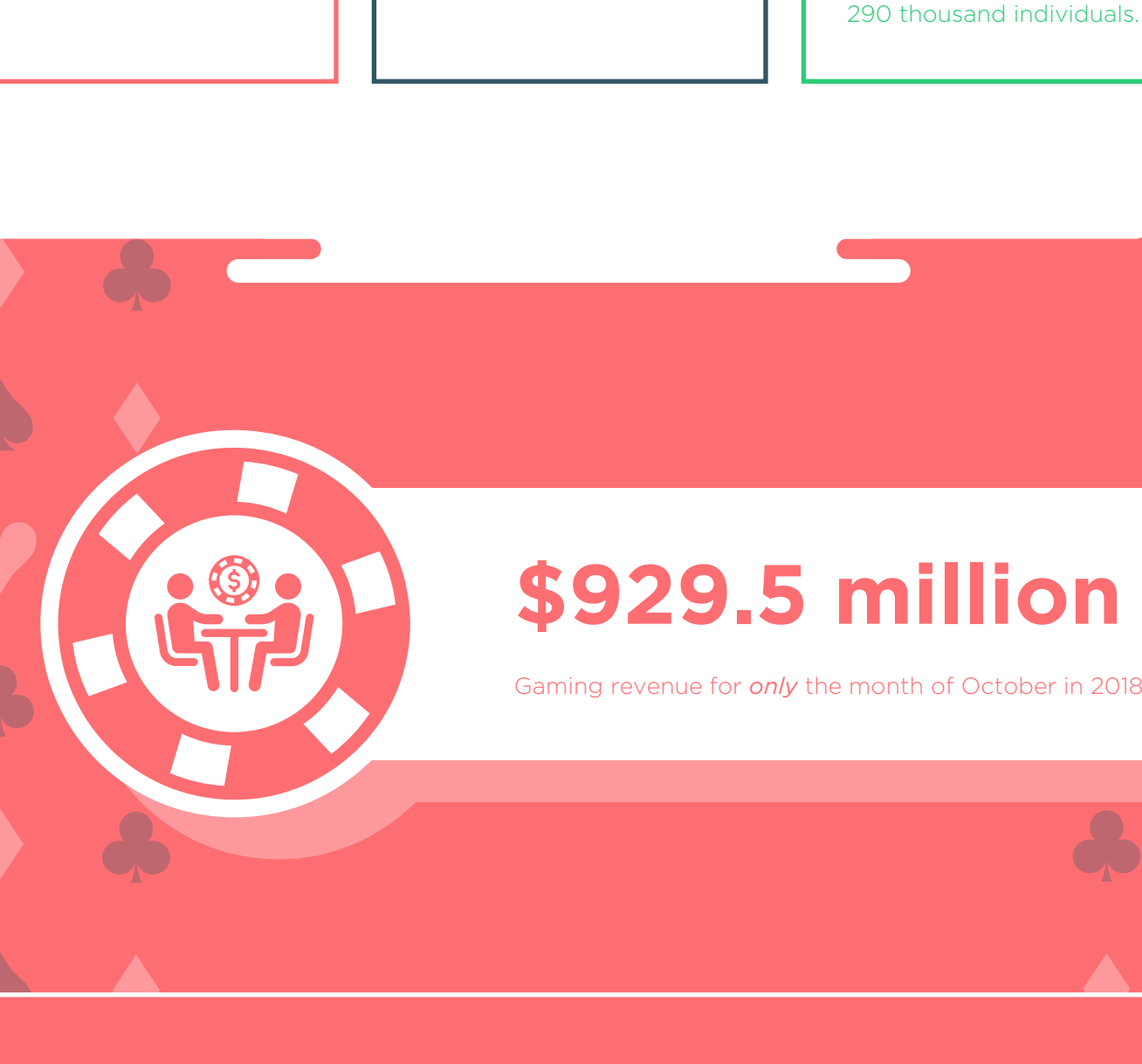
"Southern Nevada is among the most tourism-dependent economies in the U.S., and may be the nation's most tourism dependent economy."

- Las Vegas Convention and Visitors Authority

Leisure & Hospitality Sector



The leisure and hospitality sector accounted for 20.9% of Nevada's GDP



#2
IN THE U.S.

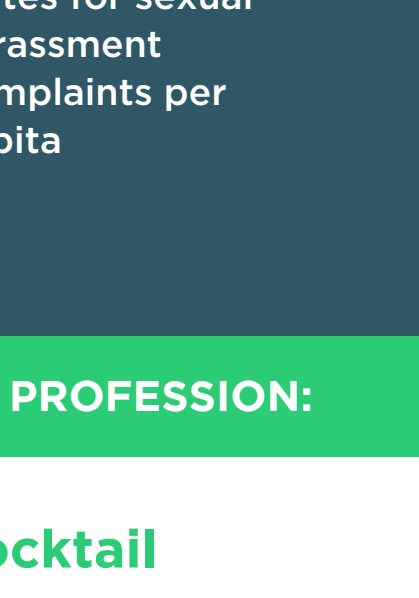
Leisure and hospitality employment as a share of total compensation (23.1%) and a share of total employment (31.7%).

3x
U.S. AVERAGE

Leisure and hospitality employment as a share of total employment is more than triple the national average. Only Atlantic City ranks higher.

7x
ATLANTIC CITY

The number of Las Vegas employees in the leisure and hospitality sector is nearly seven times the number of employees in Atlantic City, reaching over 290 thousand individuals.



\$929.5 million

Gaming revenue for *only* the month of October in 2018

As the "Entertainment Capital of the World," the leisure and hospitality sectors are intrinsically intertwined with Las Vegas. An industry notorious for its underrepresentation and high harassment rates.

LAS VEGAS: SIN CITY WITHIN THE WORKPLACE

"...few places in the U.S. are more perilous for women workers than Vegas."

- Bloomberg

#1



#1 out of 50 states for sexual harassment complaints per capita

1/10



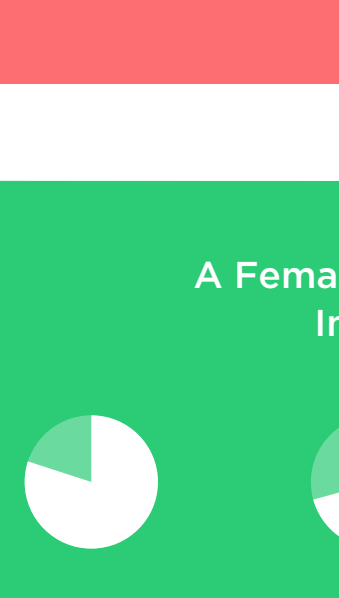
A tenth of sexual harassment reports nationwide are from Las Vegas

25%

Las Vegas' home, Clark County, saw a 25% increase in rape reports from 2016 to 2017

BY PROFESSION:

Cocktail Servers



6 out of 10

Nearly 6 out of 10 had been sexually harassed by guests, managers or others while on the job

72%

72% had guests do something to make them feel uncomfortable or unsafe

one third

Nearly one third of casino cocktail servers had a guest touch or attempt to touch them without permission

Hotel Housekeepers



58%

58% had been sexually harassed by a guest

Over half

Over half had guests do something to make them feel uncomfortable or unsafe

27%

27% had been sexually harassed by guests, managers, or others while on the job

Almost half

Almost half of hotel workers said they had experienced a guest answering the door naked or otherwise exposing himself

Casino Workers



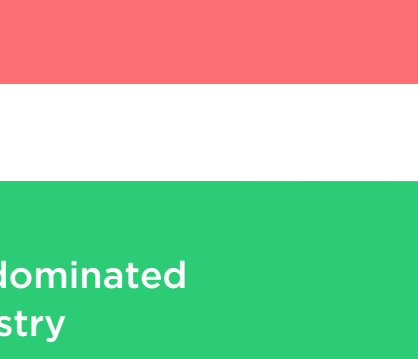
4 out of 10

4 out of 10 had been pressured for a date or a sexual favor

77%

77% had been sexually harassed by a guest

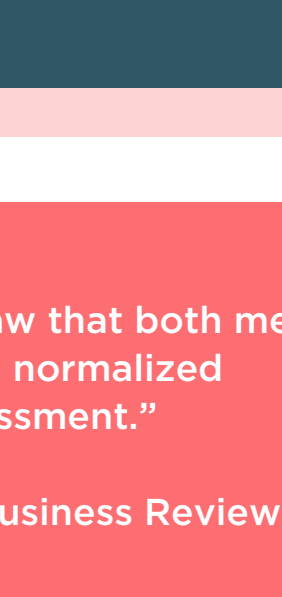
Retaliation is Real



Nearly 3 out of 5 of hotel workers didn't feel safe on the job after reporting harassment

PROTECTING PEOPLE IN THE LEISURE & HOSPITALITY INDUSTRY SECTOR

The accommodation and food services industry accounts for about 7.2% of the total workforce.



A Female-dominated Industry



80% of hosts are female



71% of restaurant servers are female



56% of bartenders are female

With High Turnover



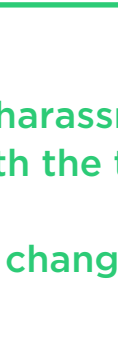
70% annual turnover

The Power Play: When management is apathetic, and the workplace culture normalizes sexual harassment...



9 out of 10 women
7 out of 10 men

The restaurant industry is a particularly bad actor with more claims filed than any other industry.



9 out of 10 are unsafe or at-risk at work

86% of hospitality workers have felt unsafe or at-risk in their workplace.



2/3 of complaints against supervisors and upper management

Two-thirds of sexual harassment complaints in America's largest corporations were made against immediate supervisors and upper management.



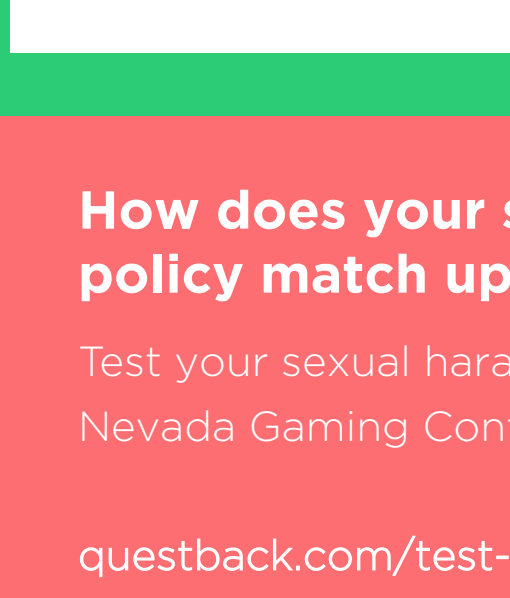
Almost half with no recourse

Close to half believe employers do not take sexual harassment in the workplace seriously.

A culture where sexual harassment not only exists, it "comes with the territory."

It's time for change.

CHANGING LAS VEGAS, IMPACTING THE ENTIRE INDUSTRY



More than 15 employees

Nevada's law, the Domestic Worker Bill of Rights, includes harassment provisions that apply to all organizations with more than 15 employees.



36,000 panic buttons

Service workers at the Bellagio, Mandalay Bay, the Mirage, MGM Grand, Caesars Palace, and other iconic casinos on the Las Vegas Strip get new panic buttons to keep employees safe at work.