



Frequently Asked Questions

General Questions

1) What is the mission of *I'm With Them*?

Our mission is to reduce work-related sexual misconduct.

2) What types of harassment does *I'm With Them* address?

I'm With Them addresses work-related misconduct and criminal conduct of a sexual or gender-based nature. In particular, we address serial perpetrators who have a professional role, when the societal expectation for behavior is professionalism. In their relationship with victims, perpetrators often have been endowed with some authority, whether by their employer (as would be the case for the leader of a religious institution, a medical professional, a professor at a university, or a coach of an athletics team) or through their relationship to an institution (a volunteer for a club).

3) Which does *I'm With Them* address: harassment or assault?

Both. While assault is clearly egregious and criminal, the majority of sexual misconduct is harassment. We support victims of either across the entire spectrum of behaviors.

4) Why are you focused only on sexual or gender-based misconduct and not on, say, racially-charged or motivated misconduct?

We felt it was important to start somewhere. As we build on the success of *I'm With Them*, we recognize racially-charged or prejudiced misconduct represents an important opportunity to make a difference.

5) How did you come up with this idea?

Each of the sets of brave women who have come forward to speak truth to power have been an inspiration, including but not limited to the survivors of Bill Cosby, Harvey Weinstein, and Larry Nassar. Through years of denial and unjust time limits, they persevered to obtain justice. Early in the organization's existence, we felt we could accelerate this process by providing a private way of connecting victims to each other. Subsequently, we segued to address weaknesses in reporting systems.

6) Are there any particular industries you are targeting?

No. We are industry independent and will address harassment in business, government, nonprofits, healthcare, the military, educational institutions, religious institutions, and others. Not only are we pursuing harassment in any industry; not only are we pursuing the full spectrum of sexual harassment from subtle to assault; but we are also pursuing the type of harassment that occurs when the perpetrator is employed, and the victim is somehow in a lower status position, as when a woman approaches a VC for funding; an actor approaches a director for a part; a vendor will lose a contract if they don't capitulate; or the harassment occurs in an interview.

7) Are you a nonprofit?

I'm With Them is a California-based, 501(c)(3) nonprofit corporation.

8) Can I donate to your organization/website?

At the moment, we would be grateful for larger donations, and we can be reached through our Contact Us page. As a small organization, we're not ready to begin accepting smaller donations.

The *I'm With Them* Sexual Misconduct Reporting Directory

1) Where does *I'm With Them* get the data for the Directory?

I'm With Them has searched on the internet for the Codes of Conduct of the Fortune 500, the country's largest companies by revenue. Often, references to a company's anonymous reporting hotline can be found in the Code of Conduct. From corporate management pages and articles, we have identified people within those companies who are responsible for reporting harassment.