



International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations
Unión internacional de trabajadores de la alimentación, agrícolas, hoteles, restaurantes, tabaco y afines
Union internationale des travailleurs de l'alimentation, de l'agriculture, de l'hôtellerie-restauration, du tabac et des branches connexes
Internationale Union der Lebensmittel-, Landwirtschafts-, Hotel-, Restaurant-, Café-, und Genussmittelarbeiter-Gewerkschaften
Internationella unionen för livsmedels-, njutningsmedels- och lantarbetareförbund samt förbund inom hotell- och restaurangbranschen

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Geneva, June 25, 2018

Dear Mr Sorenson,

Concerns: Sexual Harassment in the Hotel Industry

The IUF is the global labour union federation representing workers in the food, agricultural, hotel, restaurant, catering, tobacco and allied sectors. The vast majority of unionized Marriott employees belong to unions which are members of the IUF.

As I am sure you are aware, #MeToo and the Time's Up movement have both exposed and called for an end to sexual harassment, especially in the workplace. Research with our affiliates indicates that between 60 - 80% of hotel workers have experienced at least one incident of sexual harassment in their workplaces.

At the recently concluded 2018 International Labour Conference (ILC), it was agreed that work should proceed to develop an international Convention on violence and harassment in the world of work. The final wording of the Convention will be concluded during the 2019 ILC but there is already a clear global message that sexual harassment will no longer be tolerated and ignored.

The IUF believes that Marriott, as the world's largest hotel company, should take the lead in negotiating policies and procedures to end sexual harassment in all hotels which operate under a Marriott Brand.

While both women and men can be exposed to sexual harassment, it is women who are most at risk. As chair of Marriott's Global Diversity and Inclusion Council you will know that sexual harassment is a form of gender-based violence, is discriminatory towards women and is a workplace hazard which prevents the attainment of full gender equality in the hotel sector.

In the hotel industry, the perpetrators of sexual harassment can be co-workers and supervisors but most often the violence and harassment comes from guests. While we recognize that this adds a complexity to the development of appropriate policies and procedures to protect employees from this workplace hazard, it cannot be an excuse for inaction.

The IUF seeks discussions with Marriott with a view to developing joint policy and procedures to combat sexual harassment. Such discussions would cover a definition of sexual harassment, measures to prevent or discourage sexual harassment, processes to respond to complaints of sexual harassment, measures to ensure the safety of complainants and appropriate training for both managers and union representatives.

The IUF has concluded agreements on preventing sexual harassment with Chiquita, Unilever and Sodexo and is in discussions with two other major transnational companies to achieve similar agreements.

I look forward to your response.

Yours sincerely,



Sue Longley
General Secretary

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