



lift our  
voices®



*“For decades, forced arbitration and NDAs have been used to drive people of color, women and other disenfranchised groups from their jobs and their chosen careers. Lift Our Voices is fighting to ensure that we stop this vicious cycle of toxicity and create a safer, more respectful workplace for everyone.”*

— Professor Myriam Gilles, legal scholar



## Words of LOV

I am extremely grateful to lead Lift Our Voices in our mission to change toxic workplace cultures. Discrimination, harassment, and hostile work environments are pushing the best workers out of their career trajectories. This is especially true for women and people of color. We also know that forced arbitration and NDAs work to silence survivors and protect perpetrators.

Our Strategic Plan summarizes the advocacy efforts, research, and initiatives your dollars can support. Making an investment in the future of Lift Our Voices is a tangible way to make a measurable difference in ensuring workers have physically and psychologically safe places to work. We are continuing to build the national conversation to educate organizations, policy makers, and workers about the impact of toxic workplace practices. LOV is committed to engaging the corporate world to inform them on how silencing mechanisms coupled with harmful behaviors are both causing inequities for workers and hurting companies' bottom line. The next generation of workers – students who can become advocates for a more respectful workplace are also key.

LOV has not only demonstrated how intention and passion can change laws but is uniquely positioned to deeply influence and drive change in organizational culture. Join us to create the workplace of the future – one where all are treated with dignity and respect. We are grateful for your support because every worker deserves a voice.

**Barbara Polk**  
President, Lift Our Voices



## Our Mission

The mission of LOV is simple: to transform the American workplace, making it safer and more equitable for everyone. By organizing communities to change laws and policies, advocating for survivors, and promoting awareness for a safer and more inclusive workplace environment, we are rewriting the rules to ensure every worker has a voice.

## Our Vision

We are working to change culture to create transparency and accountability, building a world where the American workplace is inclusive, respectful, and safe for all.

## Our Values

- Trust
- Inclusion
- Honesty
- Persistence
- Collaboration



# Our Story

**Lift Our Voices** was launched in December 2019 to create positive, systemic change in American workplaces through the eradication of nondisclosure agreements for toxic work issues and forced arbitration clauses. Following their own experiences, Gretchen Carlson and Julie Roginsky created Lift Our Voices. LOV's mission is to protect American workers by giving those in toxic work environments the freedom to speak about their experiences and free them from the laws and business practices that prevent employees from publicly discussing misconduct and harassment.

**Lift Our Voices** has identified two epidemics currently facing the American workplace: toxic environments and the pervasive use of silencing mechanisms to cover them up.

## Why We Lift Our Voices

**By 2024, 82 million American workers will be bound by forced arbitration. Over one-third of all American workers are currently bound by non-disclosure agreements (NDAs).**

Many of these agreements are signed on the first day of work, as part of an employment contract. Workers who sign these agreements often do not realize they have signed away their right to speak out about any part of their workplace experience. We know that 6 in 10 U.S. workers have experienced or witnessed workplace discrimination and the EEOC says over half of all harassment victims report being retaliated against after speaking up.

**Research shows that sexual harassment in the workplace disrupts career advancement and causes financial and emotional stress for survivors.** A major challenge is underreporting, which worsens conditions in the workplace. Our own national survey reveals that more than half of women survivors never reported their harassment experiences, often due to fear of nothing being done about it or fear of retaliation.



**Toxic workplace behaviors have an immense impact on the professional growth of employees.** We need to fix the broken pipeline. We know that women and people of color are not achieving pay parity or advancing in corporate America.

- **In 2021, women earned about \$.82 for every dollar men earned.** Hispanic or Latina women earned about \$.58 and Black women earned about \$.63 for every dollar white men earned.
- **Turnover rates for people of color remains high** — particularly in management roles; research shows this can be attributed to feeling less safe to speak up without fear of retaliation.
- Over the last several decades, companies have been using broadly written NDAs **to prevent current and former workers from speaking out** about the harms they experience at work.

# What We Have Accomplished

LOV is recognized as the leading organization fighting to eradicate workplace toxicity.

We spearheaded two federal landmark bills hailed as, *“the biggest labor law changes in the last 100 years:”*

- ***The Ending Forced Arbitration for Sexual Assault and Sexual Harassment Act***, which passed both houses of Congress with overwhelming bipartisan support, was signed into law by President Biden in March 2022. It eradicates forced arbitration in cases of sexual misconduct.
- ***The Speak Out Act***, which also passed both houses of Congress with overwhelming bipartisan support, was signed into law by President Biden in December 2022. It bans pre-dispute non-disclosure and non-disparagement agreements for sexual assault and harassment.

At the state level we’ve been able to get even more done. New Jersey, California, and Washington state have banned all NDAs for every kind of toxic workplace issue – creating a domino effect for companies based in those states. As a result, major companies like Microsoft, Apple, and Google have decided to eliminate NDAs for all their global workers, instead of treating their employees differently depending on where they live.

In 2023 nearly 20,000 people have visited LOV’s website. On our site they can find essential resources, such as a state-by-state map for NDA laws and links to legal, mental health, and sexual assault assistance providers.



# Our 2024 - 2026 Strategic Plan



## Strategic & Enabling Pillars



## Our Strategic Priorities

### Advocacy

We will continue our advocacy, leading bipartisan federal legislation to pass The Protecting Older Americans Act (S.1979), Invalidating forced arbitration clauses which invalidates forced arbitration clauses that prevent age discrimination survivors from seeking justice and public accountability.. We are also working with stakeholders in numerous states to ban non-disclosure agreements for toxic workplace issues. By partnering with local advocacy groups and lawmakers, LOV is currently working on passing legislation in the states of New York and Connecticut, as well as Washington, D.C.

### Research

Lift Our Voices commissioned Morning Consult to conduct a nationally representative survey to understand workers' views on essential workplace issues. The qualitative study ***Breaking the Silence: Stakeholder Experiences with New Jersey's Non-Disclosure Agreement Ban*** by Professor Mark Gough of Penn State University assessed the impact of the state legislation on the business, legal, and survivor communities. Further groundbreaking research with our academic partners will examine the impacts of silencing mechanisms and toxic workplaces on workers as well as the performance of companies on a national scale.

## Research (Continued)

### National Study: NDA and Forced Arbitration Project

While millions of employees are bound by these agreements, not much is known about how they impact workers individually.

### National Study: Organizational Well-Being and Corporate Grading System

Our team of academic researchers will survey Russell 3000 companies and model publicly available financial data to design a corporate grading system and determine whether the presence or absence of silencing mechanisms drives performance outcomes.

## Worker Tools and Resources

### Roll out an interactive tool for jobseekers and workers to identify silencing mechanisms in their employee agreements and policies.

Employment contracts or agreements are often lengthy documents filled with legal jargon and a requirement to sign as a condition of employment or promotion. Jobseekers and employees through an interactive tool can scan/ input the language of employee agreements in order to identify any clauses or language that may serve as silencing mechanisms. By raising a red flag, workers would have important information before accepting a job position. This transparency tool could also encourage more companies to drop these silencing mechanisms as they compete to attract workers.



### AI assisted interactive tool to support workers who are at risk of sexual harassment.

A multilingual app designed to be used on mobile phones to help workers navigate what to do if they are harassed. While materials for survivors of harassment can be found across the internet, many of these are in the form of PDFs or are not friendly for mobile devices. Service and hospitality workers in particular need an interactive, jargon-free resource that can help them to confront harassment in the workplace. By employing AI, LOV can integrate information, analyze data, and use the resulting insights to improve resources for survivors.

## Online Community

Through our own LOV branded platform, we continue our goal of becoming an online community where survivors can confidentially and anonymously share stories and messages of hope in a larger community of survivors. We will leverage survivor demographics and conduct ongoing needs assessment to determine future resources and tools for workers impacted by toxic workplace practices.

## Student Resources and Tools

We will continue our work on academic partnerships to provide courses and seminars to enlighten business students about the detrimental impact of using silencing mechanisms and encourage business students to become advocates for a more respectful workplace.



*“I have worked in the male dominated field of football on the collegiate and high school level for 30 years. The stories I could tell. But because of LOV I have experienced change. Recently instead of gritting my teeth and enduring I was able to use a situation to teach young people. I got an apology and did not have to ask for it. One that meant something. One that did not have to be asked for through someone else. Because of women with power like the women of LOV the rest of us have experienced change and can foster change in the micro level. So thank you.”* – Kathy Rainey, Athletic Trainer Sports Medicine Director

## Together, we can write history

Too many of us have stories of workplace harassment, discrimination, and all forms of workplace toxicity.

Join our movement to eradicate silencing mechanisms, protect our nation’s workers, and write history.

### Contact us:

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<https://liftourvoices.org/>