



Dear Ms Johnson,

Too many workplaces – and across all industries – excuse, ignore and even facilitate sexual assault, harassment and abuses of power.

We know that between 25 and 85 percent of women report having experienced sexual harassment in the workplace, and yet three-quarters of all workplace harassment incidents go unreported. This is likely because 25 percent of those individuals identified their harassers as men with influence over their careers.

In particular, the financial and investment sector is plagued with gender inequity within senior leadership. The EEOC estimated that there were 84 charges filed to the agency alleging sexual harassment in the finance and insurance industry in fiscal year 2016. Fidelity Investments has found itself at the center of the #metoo moment with the dismissal of key senior managers and has made some proactive systemic changes toward shifting the “boys club” culture¹.

As one of the most powerful female CEOs in finance, we’re hoping you can continue to be a leader in not accepting gender discrimination and sexual harassment as an industry norm or inherently ingrained within your sector and instead work with us to shift your own practices.

The We Believe You Fund was established to create transformational change in workplaces to eradicate the dangerous, imbalanced power dynamic that is the root cause of sexual harassment and assault. As part of this effort, we are interested in the ongoing discussions, plans and actions within Fidelity Investments aimed at transforming your corporate culture.

Please complete this [questionnaire](#)² about your corporate practices around these issues, including non-disclosure agreements, forced arbitration, percentages of women, people of color and LGBTQ people in leadership, pay equity and clear reporting mechanisms, by September 21, 2018.

In addition to the survey, please include the following information.

- Any actions you have undertaken to assess and address the root causes of sexual harassment, assault and power in your workplace.
- Any surveys you have conducted to solicit feedback from employees about how to best address harassment and assault in the workplace and results of those surveys.
- Any steps you have taken to ensure employees understand your policies and their rights regarding sexual harassment, assault, reporting, retaliation, hiring and retention.

1

https://www.washingtonpost.com/news/on-leadership/wp/2017/11/22/after-sexual-harassment-cases-fidelitys-ceo-has-moved-her-office-close-to-fund-managers/?utm_term=.cd0b46db8e37

² We have also included a PDF version of the questionnaire and an additional [link](#) for your convenience.

- Whether you would be willing to collaborate with The We Believe You Fund to address these issues.

The We Believe You Fund will be releasing the findings from the survey this fall. If you choose not to complete the survey, we will make note of Fidelity Investments' unwillingness to participate in this effort.

Regardless of where you work and what your job title, we believe you should be able to earn a living free from fear of sexual harassment, abuse and violence.

If you have any questions regarding this request, please contact JoEllen Chernow at 202-288-0028.

Sincerely,

JoEllen Chernow

cc: Bill Ackerman, Director of Human Resources
Greg Patch, Director of Communications
James Curvey, Board of Directors