



Dear Mr. McMillon,

Too many workplaces – and across all industries, including and especially retail – 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.

Notably, the retail sector has the second highest percentage of sexual harassment claims and nearly 75 percent of sexual harassment charges include an allegation of retaliation either upon initial filing or later on in an investigation.<sup>1</sup> In particular, Walmart has had multiple allegations of sexual harassment indicating that this is potentially a systemic problem within your walls.<sup>2,3</sup>

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. We would like to be a constructive partner and believe that the first step toward addressing these issues is by being transparent and sharing best practices. As part of this effort, we are interested in learning more about Walmart's approach and steps you have taken to address sexual harassment, the ongoing discussions, plans and actions aimed at transforming your corporate culture.

Please complete this [questionnaire](#)<sup>4</sup> 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 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.
- Whether you would be willing to collaborate with The We Believe You Fund to address these issues.

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<sup>1</sup> <https://www.americanprogress.org/issues/women/news/2017/11/20/443139/not-just-rich-famous/>

<sup>2</sup> <https://www.nytimes.com/2018/05/22/business/hollywood-times-up-harassment.html>

<sup>3</sup> <https://www.nytimes.com/interactive/2018/06/15/business/pregnancy-discrimination.html>

<sup>4</sup> We have also included a PDF version of the questionnaire and an additional [link](#).

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 Walmart's 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: Jacqui Canney, Director of Human Resources  
Lorenzo Lopez, Director of Communications  
Board of Directors