

Safer hotels: implementation and effectiveness evaluation of interventions to prevent and manage sexual harassment

Submission date 22/10/2025	Recruitment status Recruiting	<input type="checkbox"/> Prospectively registered
		<input type="checkbox"/> Protocol
Registration date 08/12/2025	Overall study status Ongoing	<input type="checkbox"/> Statistical analysis plan
		<input type="checkbox"/> Results
Last Edited 08/12/2025	Condition category Mental and Behavioural Disorders	<input type="checkbox"/> Individual participant data
		<input checked="" type="checkbox"/> Record updated in last year

Plain English summary of protocol

Background and study aims

Sexual harassment is a serious problem in the hotel and restaurant industry, where employees often face unwanted behaviour from colleagues, managers, and guests. This can have a negative impact on mental health. Although there are many ideas about how to prevent and respond to harassment, few have been properly tested. This study aims to find out whether a workplace policy and training programme can help hotel staff feel safer and more supported when it comes to reporting harassment.

Who can participate?

Around 600 employees from hotels in a large hotel chain in Stockholm are taking part in the study. Participation is arranged through the hotels involved.

What does the study involve?

Participants will be asked to complete questionnaires about their experiences and feelings of safety at work. The study will look at how well the new policy and training are working and how they are being used in practice.

What are the possible benefits and risks of participating?

While the study does not directly aim to reduce harassment in the short term, it may lead to better support for those affected and improvements in how harassment is handled at work. There are no known risks to taking part, and all responses will be kept confidential.

Where is the study run from?

The study is being carried out in hotels in Stockholm, Sweden, in collaboration with researchers and hotel staff.

When is the study starting and how long is it expected to run for?

September 2024 to June 2027

Who is funding the study?
AFA Insurance (Sweden)

Who is the main contact?
Dr Emma Cedstrand, emma.cedstrand@ki.se

Contact information

Type(s)

Public, Scientific, Principal investigator

Contact name

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Additional identifiers

Clinical Trials Information System (CTIS)

Nil known

ClinicalTrials.gov (NCT)

Nil known

Protocol serial number

AFA 20240139

Study information

Scientific Title

Safer Hotels: Interventions to improve the reporting of sexual harassment and psychological safety by preventing and managing sexual harassment in hotels -a controlled trial and implementation and study

Study objectives

Aim:

To evaluate the effectiveness and implementation of a workplace sexual harassment policy and training program in improving reporting behaviours and psychological safety in hotels in Sweden

Hypothesis:

If the interventions (policy, training and formal reporting system) are implemented we expect an increase in the reporting of sexual harassment and an increase in self-reported psychological safety.

Implementation objectives:

1. Are the interventions delivered as planned (fidelity)?
2. Does the stakeholders accept the interventions?
3. Will the interventions improve the attitudes to reporting, subjective norms around reporting and perceived behavioural control?

Ethics approval required

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Ethics approval(s)

approved 30/05/2023, Swedish Ethical Review Authority (Etikprövningsmyndigheten) (Box 2110, Uppsala, 75002, Sweden; +46 (0)10-47750800; registrator@etikprovning.se), ref: 2023-02032-01

Study design

Single-center controlled implementation study with before and after design

Primary study design

Interventional

Study type(s)

Prevention, Other

Health condition(s) or problem(s) studied

Prevention of poor mental health

Interventions

We have three intervention activities:

1. A new policy about sexual harassment
2. Education and Training regarding the policy, conflict management and naming sexual harassment, i.e., discussions about which behaviors are accepted or not
3. A formal reporting system.

The intervention activities build on a theoretical model called Ethical Infrastructure. The activities have been associated with a positive conflict management climate and perceived satisfaction with the organisation's harassment management.

The Education and Training are directed both to managers and employees. The managers will be trained in how to apply the policy in their organisation and conflict management. They will be educated in legislation knowledge and reporting procedures. For employees the training will include routines for reporting sexual harassment and naming sexual harassment.

Controls get no measures.

The interventions will be given late 2025 to first half of 2026. A baseline questionnaire have been sent in September 2025 to both intervention groups and controls. A follow up questionnaire is planned for September 2026.

Intervention Type

Behavioural

Primary outcome(s)

1. Psychological safety will be assessed through the sub-scale "Interpersonal RiskTaking", which is part of the validated Psychological Safety Inventory at baseline and follow-up
2. Reporting incidents of sexual harassment is assessed using one item "If you have been subjected to unwanted sexual behaviour, or other harassment, have you informed your manager or someone else e.g.the manager's manager, HR, safety representative, union representative?" at baseline and follow-up

Key secondary outcome(s)

1. Attitudes will be assessed with 7 items at baseline and follow-up
2. Subjective norms, (or organizational tolerance for sexual harassment), will be assessed with 5 items at baseline and follow-up
3. Perceived behavioural control will be assessed with 7 items at baseline and follow-up
4. Prevalence of sexual harassment will be assessed with 11 items about concrete behaviors that can be perceived as unwanted sexual attention. Prevalence will be assessed at baseline and follow-up

Completion date

30/06/2027

Eligibility

Key inclusion criteria

All employees at enrolled hotels

Participant type(s)

Employee

Healthy volunteers allowed

No

Age group

Mixed

Lower age limit

18 years

Upper age limit

100 years

Sex

All

Total final enrolment

0

Key exclusion criteria

1. Under the age of 18 years
2. Employees on parental and long term sick-leave during the baseline survey.
3. Employees employed less than six months before the follow up-survey.

Date of first enrolment

05/09/2025

Date of final enrolment

30/09/2026

Locations

Countries of recruitment

Sweden

Study participating centre

Karolinska institutet

Occupational medicine

Solnavägen 4

Stockholm

Sweden

11365

Study participating centre

Center of occupational and environmental medicine, Region Stockholm

Solnavägen 4

Stockholm

Sweden

11365

Sponsor information

Organisation

Karolinska Institutet

ROR

<https://ror.org/056d84691>

Funder(s)

Funder type

Industry

Funder Name

AFA Försäkring

Alternative Name(s)

AFA Insurance, AFA Insurance (Sweden)

Funding Body Type

Private sector organisation

Funding Body Subtype

For-profit companies (industry)

Location

Sweden

Results and Publications

Individual participant data (IPD) sharing plan

IPD sharing plan summary

Not expected to be made available

Study outputs

Output type	Details	Date created	Date added	Peer reviewed?	Patient-facing?
Participant information sheet			23/10/2025	No	Yes
Participant information sheet	Participant information sheet	11/11/2025	11/11/2025	No	Yes