ISRCTN54872354 https://doi.org/10.1186/ISRCTN54872354

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

Submission date
22/10/2025

Recruitment status
No longer recruiting

Registration date
08/12/2025

Overall study status
Ongoing

Last Edited
08/12/2025

Condition category
Mental and Behavioural Disorders

[ ] Prospectively registered
[ ] Protocol
[ ] Statistical analysis plan
[ ] Results
[ ] Individual participant data
[X] 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
Dr Emma Cedstrand

ORCID ID
https://orcid.org/0000-0003-0567-7574

Contact details
Solnavägen 4
Stockholm
Sweden
11365
+46 702713404
emma.cedstrand@ki.se

Additional identifiers

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
Ethics approval required

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

Primary study design
Interventional

Study design
Single-center controlled implementation study with before and after design

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 20025 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