

October 22, 2019

Brian Roberts
Chairman and CEO, Comcast
1701 John F Kennedy Blvd
Philadelphia, PA 19103

Dear Brian Roberts,

In light of revelations about the failure of NBC to take problems with a culture of sexual assault and harassment inside the company seriously, the undersigned organizations urge you, your board, and your shareholders to take significant steps to hold decision-makers and abusers accountable and make the changes necessary to address the culture and management at NBC and MSNBC that puts your employees at risk.

NBC's internal investigation last year ultimately concluded that because there were no formal complaints, NBC News executives had done nothing wrong. Yet, there is clearly something wrong with a work environment reluctant to hold high-status employees accountable. That's what allowed the behavior of Matt Lauer, Tom Brokaw, Phil Griffin and others to go unchecked. The troubling media accounts about Noah Oppenheim's role to cover up abuse demonstrate that **Comcast should have and needs to do more to shift the work culture and prevent harassment at NBC and MSNBC.**

The lack of formal complaints at these companies did not and does not indicate the absence of harassment-- in fact, it could just as well indicate that survivors were actively being silenced. The majority of people who experience harassment currently do not report it. Survivors of harassment and assault often fear that if they speak up they will not be believed, their reports won't result in any consequences, or they will face retaliation. And those fears are well founded--a study from the Equal Employment Opportunity Commission found 75% of employees who spoke out against workplace mistreatment faced some form of retaliation. Further, it's not just a work culture problem. Survivors of harassment may be silenced through their employment contracts with mandatory arbitration or nondisclosure clauses.

It's time for a higher standard. We call on Comcast and NBC to commit to proactively developing a safe, equitable work culture that truly addresses these abuses of power.

These are the crucial steps we ask you to take right now. [See more here.](#)

- Fire Oppenheim, Griffin, end every person in leadership that supported these multiple cover ups and failure to protect survivors
- Start with the release of all Comcast/NBC victims from non-disclosure clauses in employment contracts and settlement agreements. Terminate the use of non-disclosure clauses in employment contracts and settlement agreements and end the use of clauses mandating arbitration to resolve claims involving pregnancy discrimination, sexual harassment, sexual assault, discrimination on the basis of gender, sexual orientation, race or other protected status.
- Commission an independent organization with expertise on sexual violence to conduct a comprehensive internal audit, be transparent about the findings and release the results to your shareholders
- Implement structural disincentives to harassment and abuse
- Provide sexual harassment, anti-sexism, and anti-harassment trainings at every level within your corporation and its subsidiaries
- Ensure safety for survivors, including anonymous reporting channels, protections against retaliation, and ending the use of mechanisms to silence survivors

We also request an **in-person meeting with you and your leadership team from Comcast and NBC** with the goal of agreeing to concrete actionable practices to make your workplace and our society safer, more equitable place.

We publish this open letter in hopes that other companies take notice as well. Sexual harassment and efforts to transform work culture are not challenges specific to Comcast or NBC; however as evidence suggest this is a systemic problem within your network. You have an immediate obligation to address this in a meaningful way.. We implore you to work to a higher standard and set an example for other companies to follow.

Sincerely,

Shaunna Thomas, Executive Director, UltraViolet
Representing over a million members