



Sexual Harassment in the Workplace

Building a culture of compliance to prevent discrimination

The Unseen Costs



Sexual harassment in the workplace has a **profound cost** on the employer through the increased use of sick leave and job turnover of victims. It can also lead to a **decline in productivity of up to 40%**.



A study found that a **single sexual harassment claim** can dramatically reduce the public's perception of a company.

A Global Epidemic



It is estimated that **75%** of the world's women aged 18+ have been sexually harassed.

Percentage of women who have experienced sexual harassment in the workplace

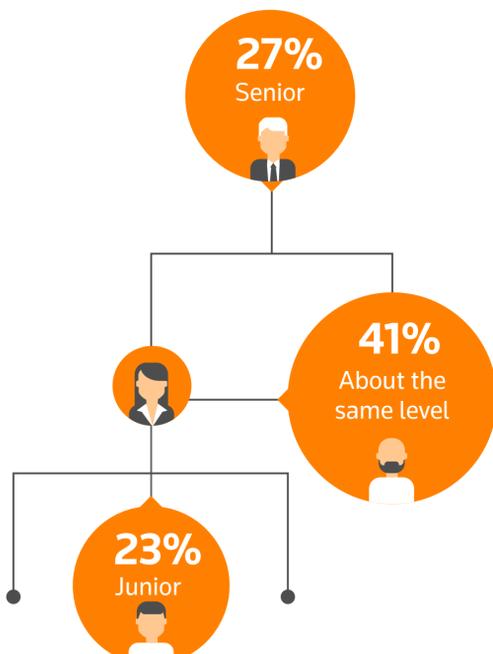


In 2017, **69%** of Americans believed that the sexual harassment of women is a **major problem**, compared to **50%** in 1998.



Power and Status

Perpetrators of sexual harassment are likely to be on the **same level or senior** to their victims.



Fear of Speaking Out



75% of people who are harassed at work never talk to a supervisor or union representative about it.

In 2017, **50%** of victims in Canada felt that the incident was not serious enough to report, while **75%** of victims experienced some kind of retaliation after reporting.



Education is Key

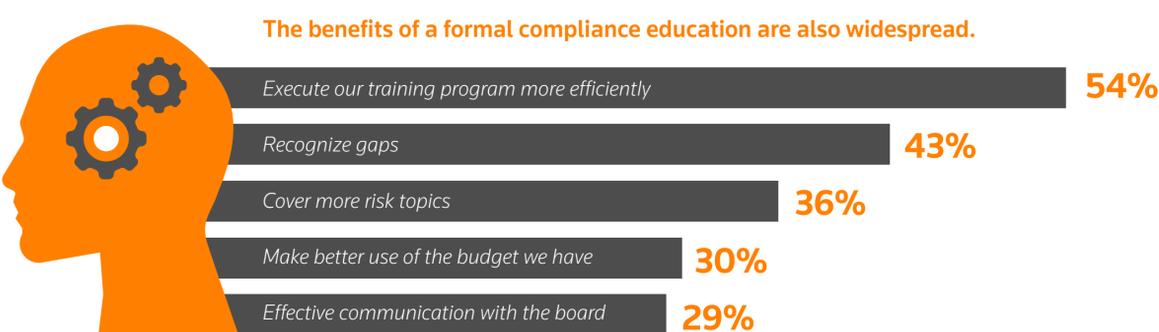
Men **greatly underestimate** the level of sexual harassment.



"If men think that the way to address workplace sexual harassment is to avoid one-on-one time with female colleagues, it will be a huge setback for women. Men who want to be on the right side of this issue shouldn't avoid women. They should mentor them."

Sheryl Sandberg, COO at Facebook, after recently launching her LeanIn.org foundation

Training is therefore essential in creating a culture of compliance and preventing discrimination.



Build Your Culture of Compliance

With **sexual harassment and discrimination** becoming an increasingly prominent part of our working environments, it's essential to provide your employees with the tools and knowledge to make the right decisions.

Thomson Reuters Compliance Learning courses deliver engaging online training to support your business in building a respectful and inclusive workplace, helping to create a culture of integrity and compliance.

Learn more at financial-risk-solutions.thomsonreuters.info/PDH-course

Sources: Statista, Stop Street Harassment, PwC, Harvard Business Review, National Women's Law Centre, The Everyday Sexism Project, Globalissues.org, Trainingindustry.com