# THE HIGH COSTS OF NOT PROVIDING SEXUAL HARASSMENT TRAINING



According to the Equal Employment Opportunity Commission (EEOC):



7,514

sexual harassment claims were received in 2019, the second highest in the last six



\$68.2M

was collected from Employers in 2019, up 20% from the previous year & nearly twice the \$35 million paid in 2014

(not including monies awarded in litigation)

The EEOC also warns that organizational cuture is a "key driver of harassment," and recommends training as "an essential component of an anti-harassment effort." When Sexual Harassment Prevention Training is absent or ineffective, businesses may incur significant costs that weigh heavily on their bottom line.

### THE HARD COSTS

#### **BRAND DAMAGE**



\$1.2 billion

Average loss per firm in market capitalization for companies with the highest incidences of sexual harassment.



19.9%

Percentage by which companies with highest incidences of sexual harassment underperform the U.S. stock market

#### **LEGAL FEES**



\$125,000

Estimated cost to small and mid-sized companies to defend and settle harassment claims

#### TIME



275

Average number of days for internal resolution of sexual harassment claims not resulting in legal fees

#### **EMPLOYEE TURNOVER**



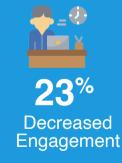
\$22,500 per employee

Average damage in **lost productivity** and **employee turnover** due to sexual harassment

## **ADDITIONAL COSTS**

Sexual harassment doesn't just affect the bottom line, it also takes a huge toll on employee engagement and productivity. Business leaders have reported these additional sexual harassment costs to companies:









15%

Increased hostile work environments



Higher Turnover

ents

foster sexual harassment

Still, 37% of employees say their companies

The Worry-Free Sexual Harassment Training Solution: Once & For All Media Partners' multi-award-winning Once & For All: Stopping Sexual Harassment at Work is now legally vetted and

the only sexual harassment preventing training that is absolutely worry- free for businesses. The program comes with a 200% compliance guarantee and is continuously updated so your company is protected, even when laws change.

Learn more about Once & For All here.

Data Sources: EEOC, University of Manitoba, SHRM, Compli

