

Workplace Harassment

UNDERSTAND THE NUMBERS

Learn how to unlock behavioral data that can help you train employees more effectively and protect your organization.

The Human Element

A Growing Concern

In 2016, US workplaces paid almost \$500 million to victims of discrimination.¹



Racial Discrimination

Wells Fargo Advisors agreed to pay \$35.5 million to settle a class action racial discrimination lawsuit.²



A Single Incident Counts

Workplace Harassment and Discrimination claims based on a single incident between employees are gaining traction within U.S. Courts.³



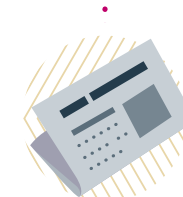
Market Impact

After 20 employees were fired for harassment, some investors reduced the fair value of Uber's stock by about 5% even before their IPO.⁴



Tipping Point of Public Attention

Public awareness of sexual harassment is at an all-time high with 78% of women and 71% of men believing at least some sexual harassment exists in the workplace.⁵



No Retaliation

The Equal Employment Opportunity Commission charged Z Foods Inc. \$1.5 million in damages. The claim stated that male supervisors sexually harassed female employees and fired male and female workers who complained.⁶



Sources: ¹U.S. Equal Employment Opportunity Commission, ²St. Louis Post-Dispatch, ³Bloomberg BNA, ⁴Fortune, ⁵CBS News, ⁶EEOC Press Release

What do you need to ask yourself?



Can I measure my employees' ability to respect diversity in my organization?



Can my employees identify when jokes cross the line and become a form of harassment?



Would my employees be able to identify and report a hostile environment?

THE BIG QUESTION

“Is there data that uncovers these risks within my organization?”

Hostile Environment

34% of employees

can't identify behaviors that create a hostile environment

Sexual Harassment

99% of employees

successfully identify sexual harassment situations

Protected Classes

20% of employees

can't identify actions that show disrespect for diversity, based on age and ethnicity

Unwelcome Compliments

100% of employees

know that frequent compliments can be a form of harassment

When Jokes Become Harassment

32% of employees

don't know that jokes can be a form of harassment

Respecting Diversity

98% of employees

recognize lack of respect for diversity, based on personal work style and culture

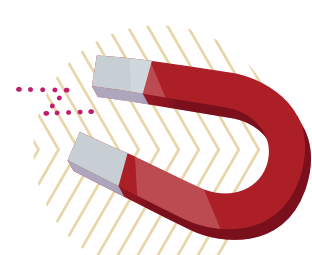
Benchmark employees' behaviors

AND PROTECT YOUR ORGANIZATION FROM RISK EXPOSURE WITH



Scholar

Truly adaptive, analytics-rich learning solutions for better business results: modular compliance training for employees and actionable behavioral data for legal, risk, and compliance leaders.



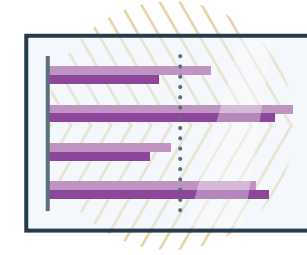
Engage

Reduce training fatigue with intuitive, interactive, and rewarding experiences that use advanced learning methods, game mechanics, and motivational techniques to keep learners tuned in.



Educate

Optimize time spent on each topic with adaptive activities and personalized feedback. Each employee achieves 100% proficiency with the level of practice they personally need.



Analyze

Market-leading analytics put actionable insights in your hands: measure return on training investments, drive change, and strategically strengthen ethics and compliance programs.