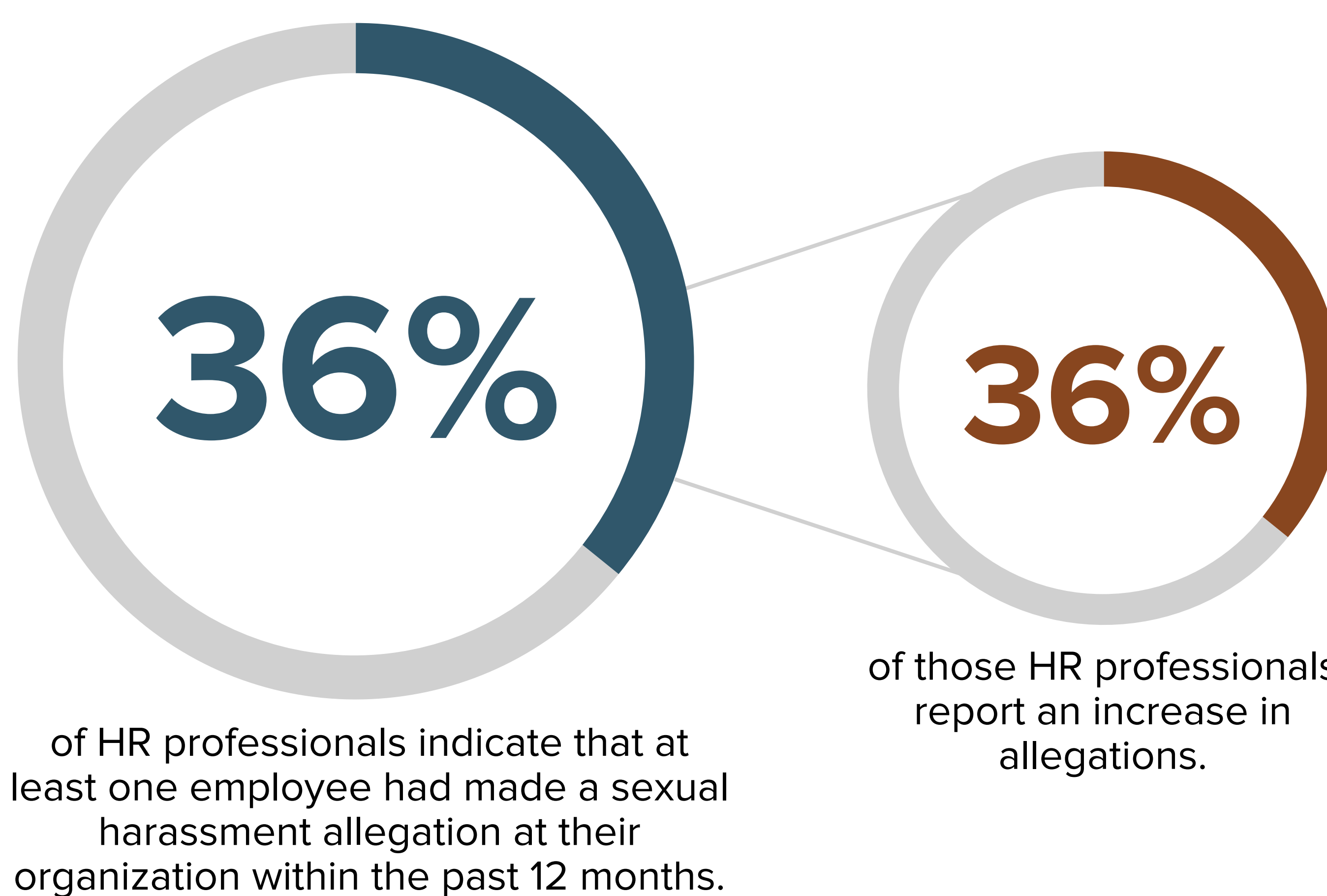


To proactively prevent sexual harassment, organizations need to see the whole picture

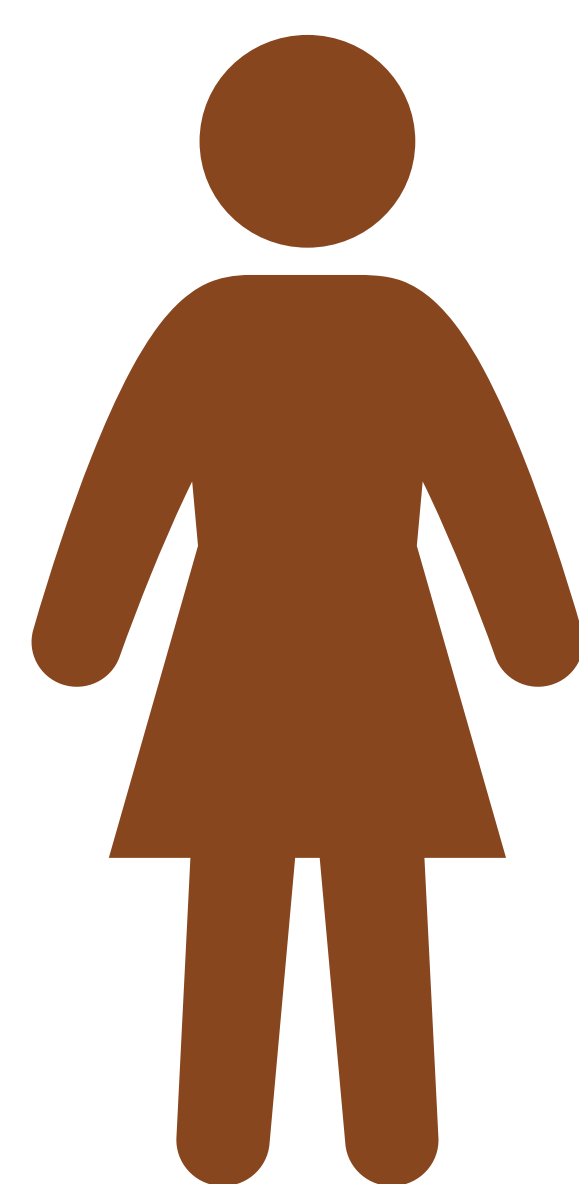


57% of HR professionals believe that unreported sexual harassment incidents occur to a **small extent** in their organization.

In contrast, **76%** of nonmanager employees who experienced sexual harassment within the last year **did not report it**.

Reasons harassment is not reported include:

- Fear of retaliation
- Belief that little or no action would be taken
- Downplaying the behavior
- Addressing the harasser personally

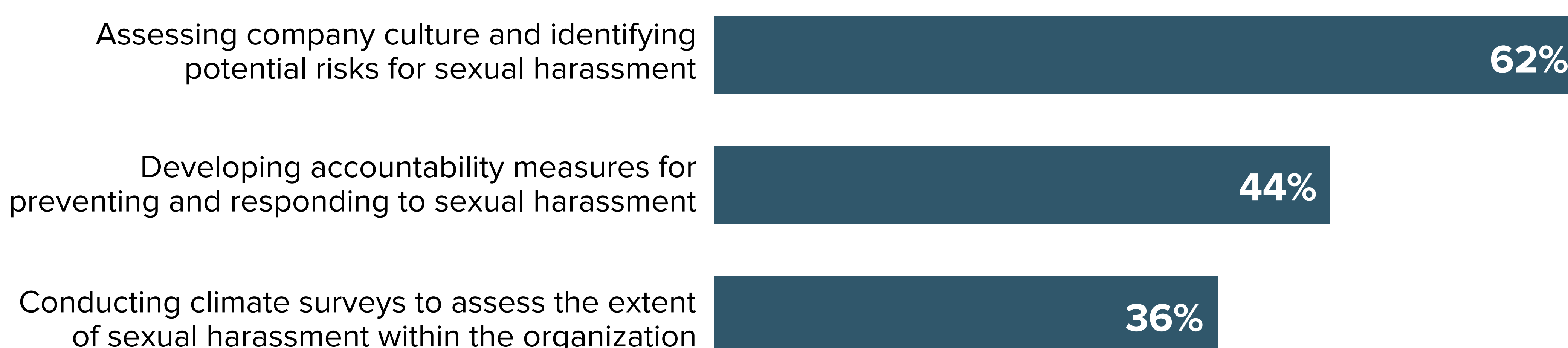


86% of HR professionals report that most victims in sexual harassment allegations were female employees.

The most commonly reported allegation (**87% of respondents**) is verbal harassment, including unwelcome sexual advances through words and comments.

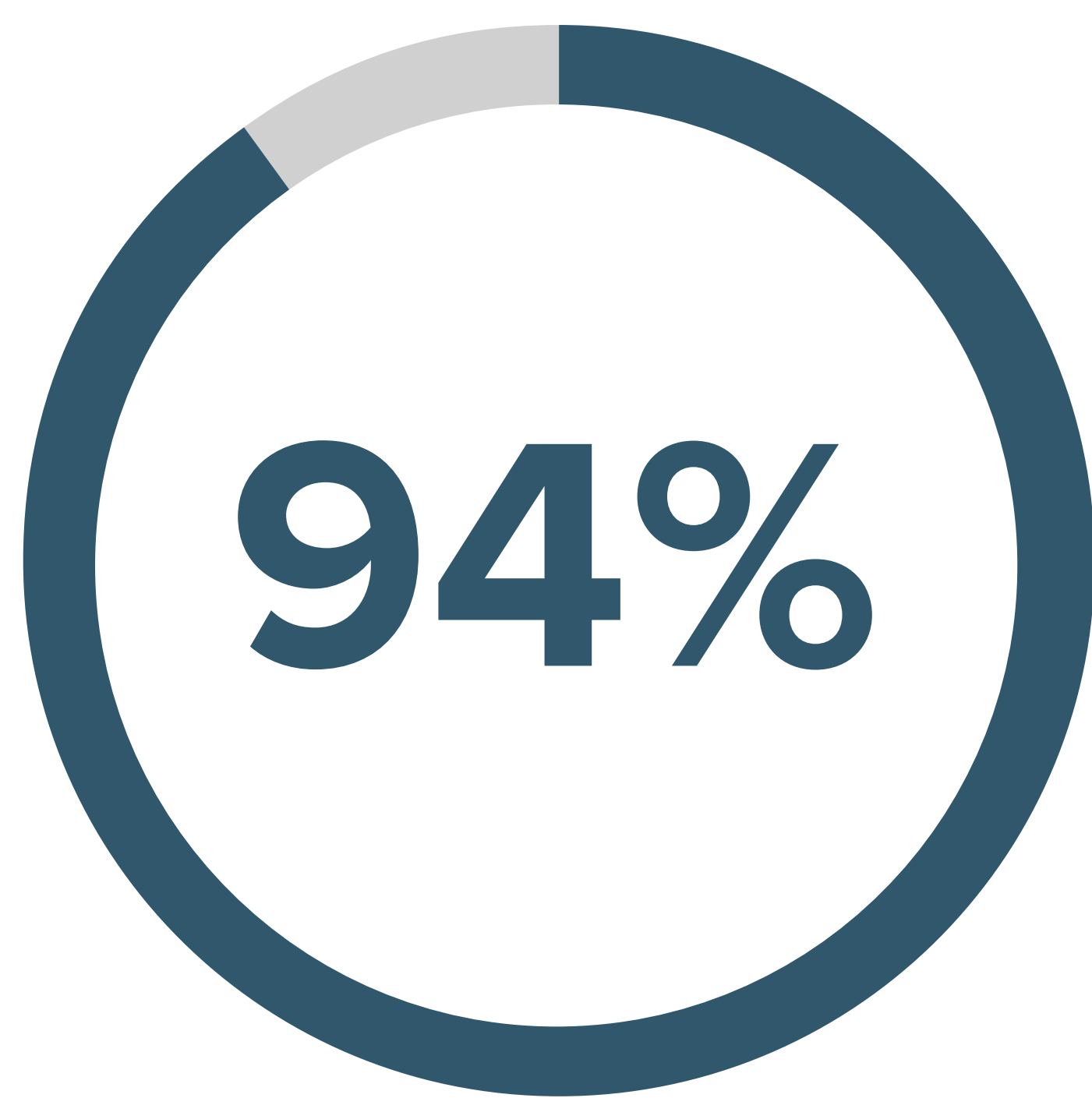
Employers are taking measures to handle sexual harassment allegations, but more organizations must take preemptive actions to create a harassment-free workplace.

Preemptive actions currently being used:

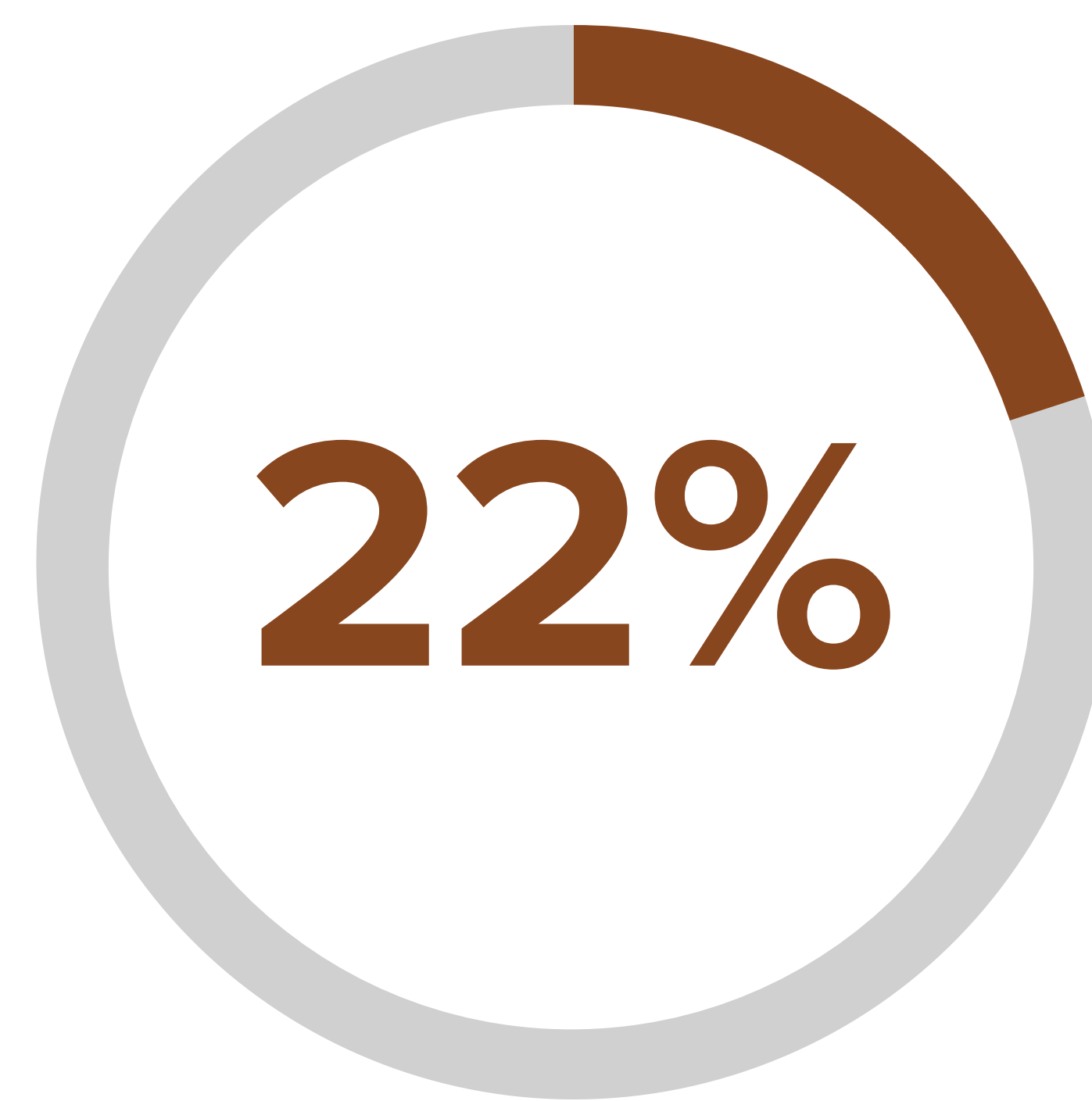


While organizations renew their focus on sexual harassment prevention, employees are still unfamiliar with workplace policies

Sexual Harassment Prevention Policies



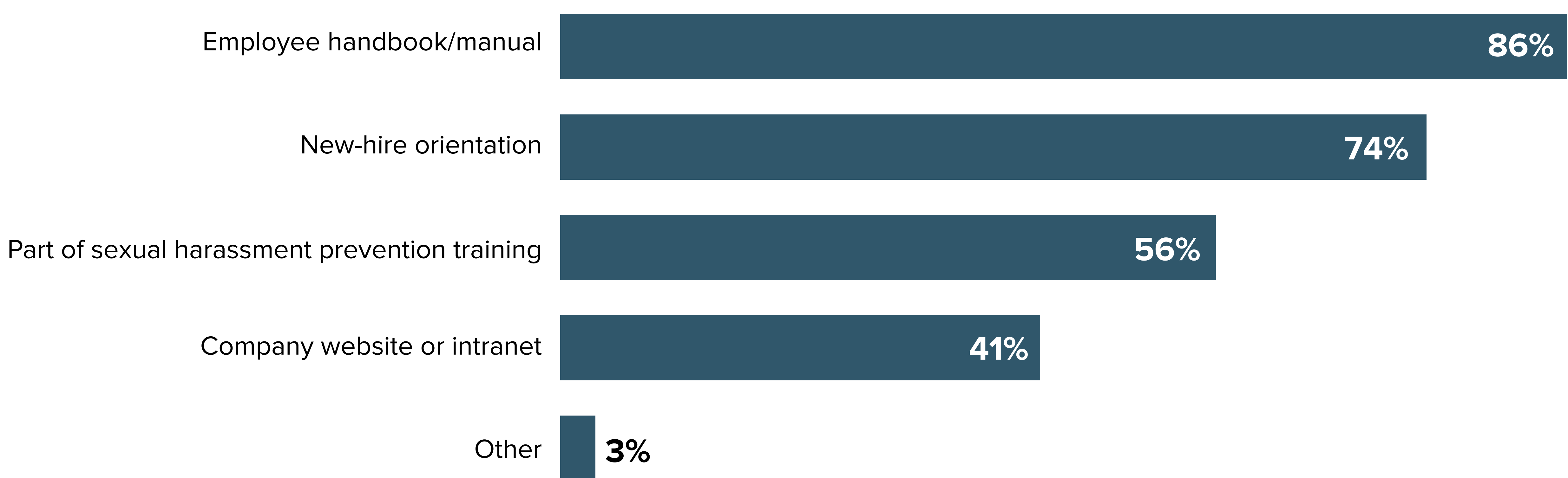
of HR professionals report that their organization has a sexual harassment policy.



of nonmanager employees say they are not sure if their organization has a policy.

Of employees who say their employers DO have a policy, **67%** believe the policy is very or extremely effective.

Typically, sexual harassment policies are presented in the employee handbook/manual and/or during new-hire orientation.

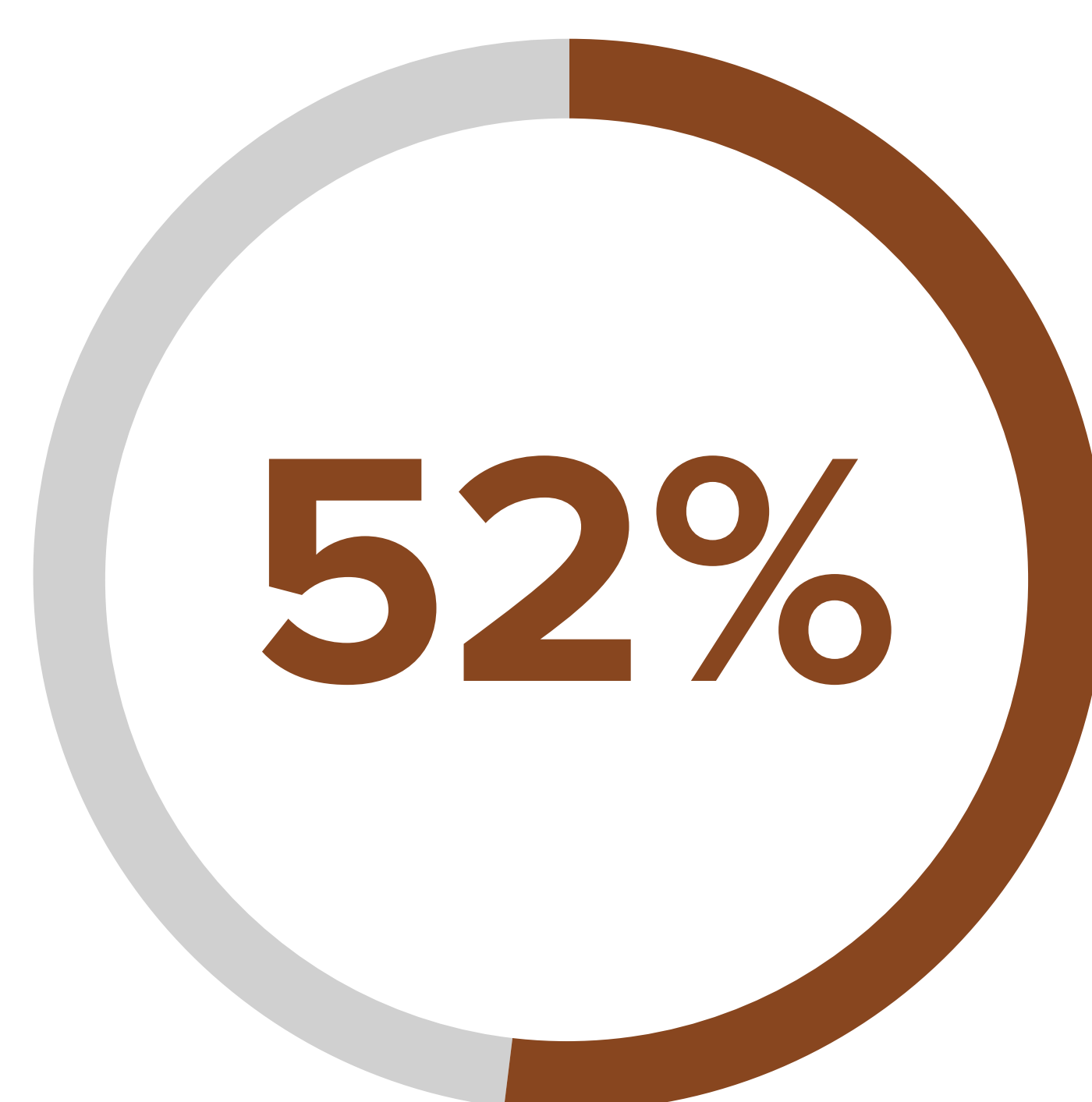
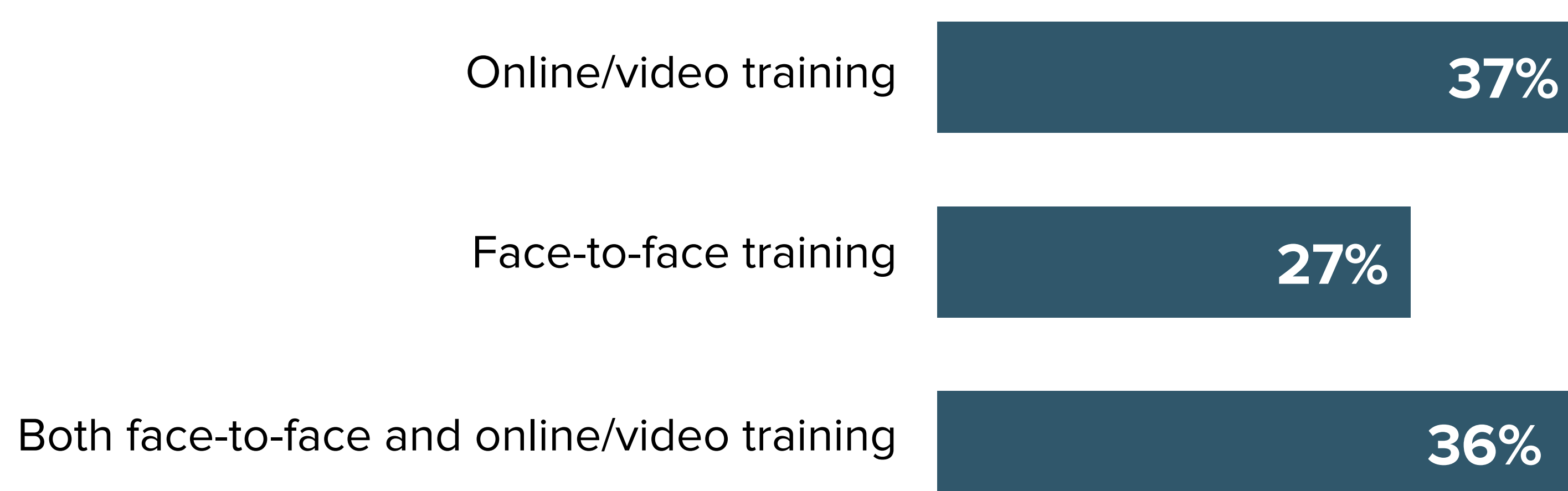


Organizations implement many approaches to support their sexual harassment policies. These include:



Sexual Harassment Prevention Training

Most organizations deliver their sexual harassment training through technology.



of nonmanager employees find this training to be very or extremely effective in reducing sexual harassment behaviors.

32% of organizations changed their sexual harassment training in the **past 12 months**.

22% of organizations plan to change their sexual harassment training in the **next 12 months**.

The most common changes organizations have recently made to their training include:

49%
Added "workplace civility" training components

47%
Tailored training to the organization's workforce

46%
Added training to onboarding activities for all staff

However, HR professionals feel they need more training and guidance in:

55%
Handling off-duty misconduct (e.g., happy hours, work travel)

44%
Handling anonymous complaints

39%
Following up after sexual harassment investigations are completed