

# WORKPLACE HARASSMENT: UNDERSTAND THE NUMBERS

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

## HUMAN & BUSINESS RISKS

**A Growing Concern**  
In 2016, US workplaces paid almost \$500 million to victims of harassment and discrimination, a 35% increase from 2015.<sup>1</sup>

**Racial Discrimination**  
Wells Fargo Advisors agreed to pay \$35.5 million to settle a class action racial discrimination lawsuit.<sup>2</sup>

**A Single Incident Counts**  
Workplace Harassment and Discrimination claims based on a single incident between employees is gaining traction within U.S. Courts.<sup>3</sup>

**Market Impact**  
Target's stock price fell 8.75% after they announced their agreement to pay \$2.5 million to impacted individuals for discriminatory hiring tests.<sup>4</sup>

**Indirect Cost**  
Organizations whose employees experience harassment show reduced productivity due to higher absenteeism, lower employee morale and reputational damage.<sup>5</sup>

**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.<sup>6</sup>

## 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 UNVEILS THESE RISKS WITHIN MY ORGANIZATION? THERE IS...



## BENCHMARK EMPLOYEES' BEHAVIORS AND PROTECT YOUR ORGANIZATION FROM RISK EXPOSURE WITH:

### PULSE

Pulse delivers adaptive, modular compliance training for employees and actionable behavioral data via our analytics dashboard 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.

Sources: <sup>1</sup>U.S. Equal Employment Opportunity Commission, <sup>2</sup>St. Louis Post, <sup>3</sup>Bloomberg, <sup>4</sup>The Wall Street Journal, <sup>5</sup>EEOC Harassment Report, <sup>6</sup>EEOC Press Release

FIND OUT MORE ABOUT THE PULSE SOLUTION

