

# 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 years.



**\$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 culture 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:



**23%**

Lower Morale



**23%**

Decreased Engagement



**18%**

Decline in Productivity



**15%**

Increased hostile work environments



**13%**

Higher Turnover

**Still, 37% of employees say their companies foster sexual harassment**

## 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