



Sexual Harassment in the Workplace

WHAT YOU NEED TO KNOW

6x

Victims of sexual harassment are six times more likely to resign.

Studies have shown that harassment in the workplace results in high turnover. Victims of sexual harassment leave their jobs at a rate 6x higher than other employees.

SOURCE: McLaughlin, Uggen, and Blackstone



TWO TYPES OF SEXUAL HARASSMENT

From a legal perspective, there are two categories of sexual harassment: quid pro quo and a hostile work environment.

Quid Pro Quo

When a person in a position of authority affects the employee's advancement as a result of satisfying a sexual demand.

Hostile Work Environment

Behaviors that would target people for reasons other than for sexual demands, but also includes sexual harassment.

SOURCE: SHRM



In 2019, the EEOC reported 7,514 cases of sexual harassment charges. The total monetary impact of these charges was over \$68,000,000. Since 2015, sexual harassment monetary claims have increased by \$22.2 million, a change of over 48%.

SOURCE: EEOC

7,514

SEXUAL HARASSMENT CHARGES

1 in 5



21% of Americans have encountered sexual harassment at work

SOURCE: Edison Research

SEXUAL HARASSMENT PREVENTION Training Requirements by State



Do you know the sexual harassment training requirements for your state? For a detailed view, download the 50 State Survey – ELI's state-by-state guide to sexual harassment requirements.

[Download the 50 STATE SURVEY](#)

SOURCE: ELI, Inc.



71%

Most women who are harassed do not file a claim

According to the Harvard Business Review, 71% of harassed women did not file a complaint. The fear of retaliation is cited as the number one reason for not filing.

SOURCE: Harvard Business Review



12%

Experience Harassment Daily

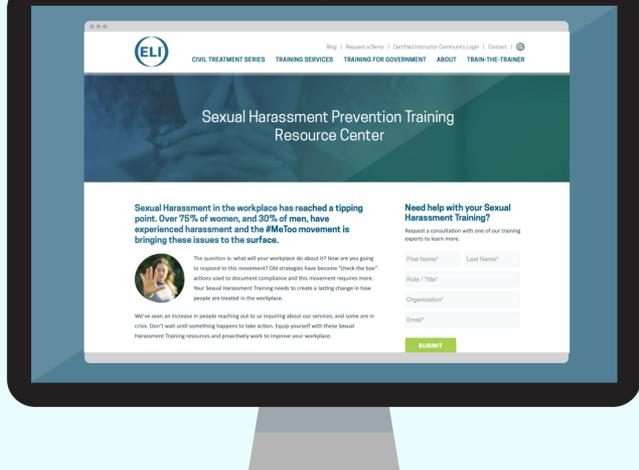
Sexual harassment is more than a one-time event. Over 10% of sexual harassment reports stated that the incidents occurred daily or weekly. The long-term impact can be devastating to your workplace.

SOURCE: Unison

DO SOMETHING.

Sexual harassment in the workplace is a problem. The question is, what will your workplace do about it? Old strategies have become "check the box" actions used to document compliance and this movement requires more.

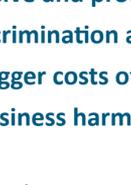
LEARN MORE BY VISITING THE [Sexual Harassment Prevention Training Resource Center](#)



[View the Resource Center](#)

ELI is a workplace training company that helps organizations become more civil, inclusive and productive. This means more than just preventing discrimination and harassment lawsuits. It's about addressing the bigger costs of lost productivity, turnover, brand damage and other business harms caused by uncivil behavior.

Our award-winning training experiences are based around real-life scenarios and are backed by our deep legal expertise and a proactive, high-touch approach. It's how we've helped many of the world's best-known brands build a workplace that works.



For more information about ELI® learning solutions, contact your client representative at **(800) 497-7654** or visit [eliinc.com](#)

2675 Paces Ferry Road, Suite 470 • Atlanta, Georgia 30339

Tel: 800.497.7654 • Fax: 770.319.7905