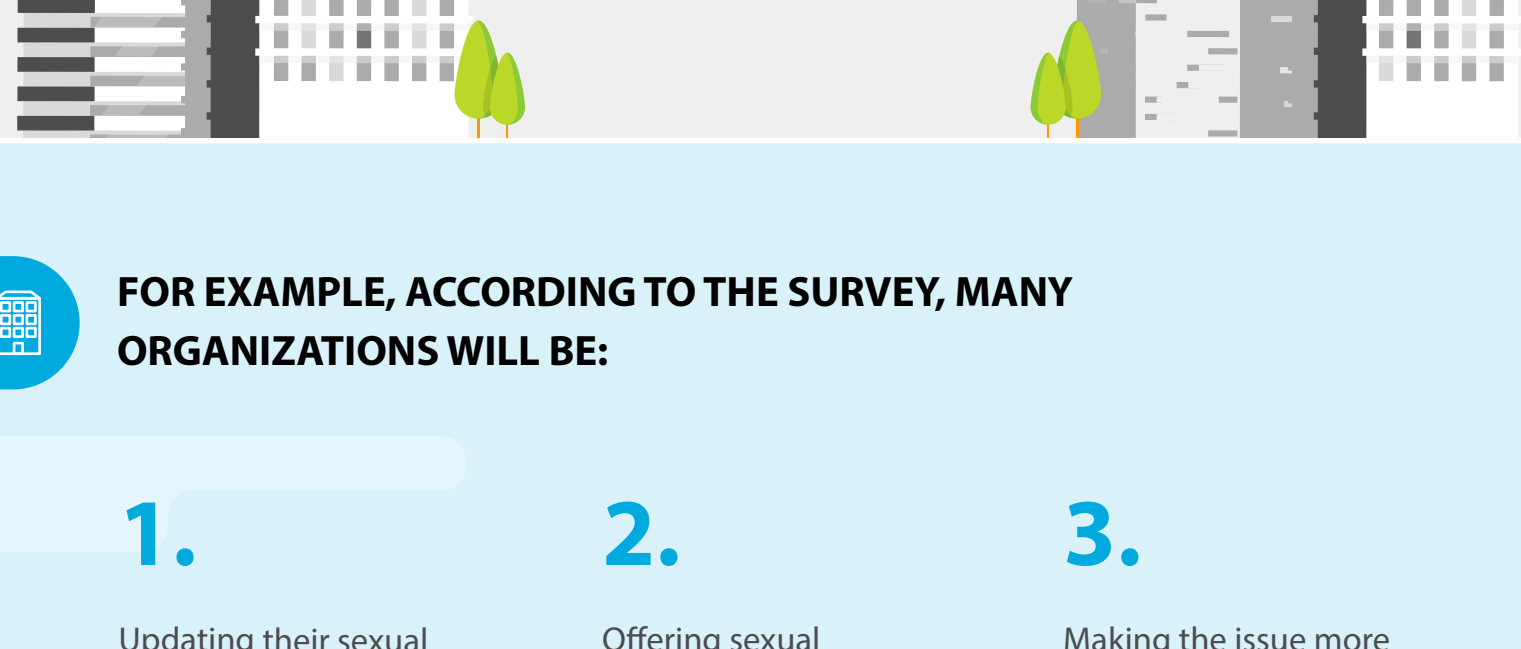


Sexual Harassment

SURVEY REPORT

Over the last year, [sexual harassment](#) has been brought to the forefront of employers' minds as many well-known individuals have been accused of sexual misconduct in the workplace and the [#metoo](#) movement has exploded. The floodgates opened with the Harvey Weinstein scandal, and since then the tide hasn't seemed to slow down. But it's not just high-profile individuals that are at risk, and employers need to make sure they are tackling the issue of sexual harassment in the right way.

XpertHR conducted a survey of HR professionals in February 2018 on the topic of sexual harassment and received over 500 responses from small, medium and large employers across a wide range of industries spanning all geographic areas of the country. Unsurprisingly, sexual harassment is an issue that employers will continue to tackle in 2018 in a variety of different ways.



FOR EXAMPLE, ACCORDING TO THE SURVEY, MANY ORGANIZATIONS WILL BE:

1. Updating their sexual harassment policies
2. Offering sexual harassment training
3. Making the issue more of an organizational priority

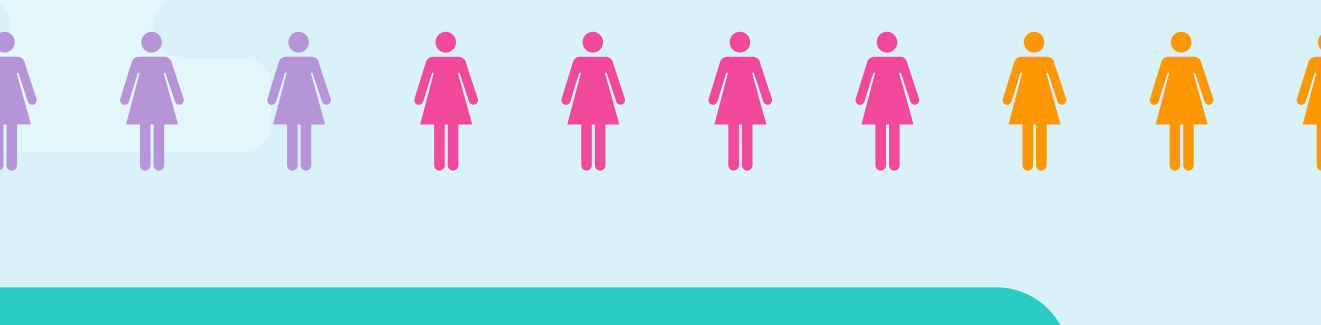
Sexual Harassment Policies

"My organization has a formal sexual harassment policy"

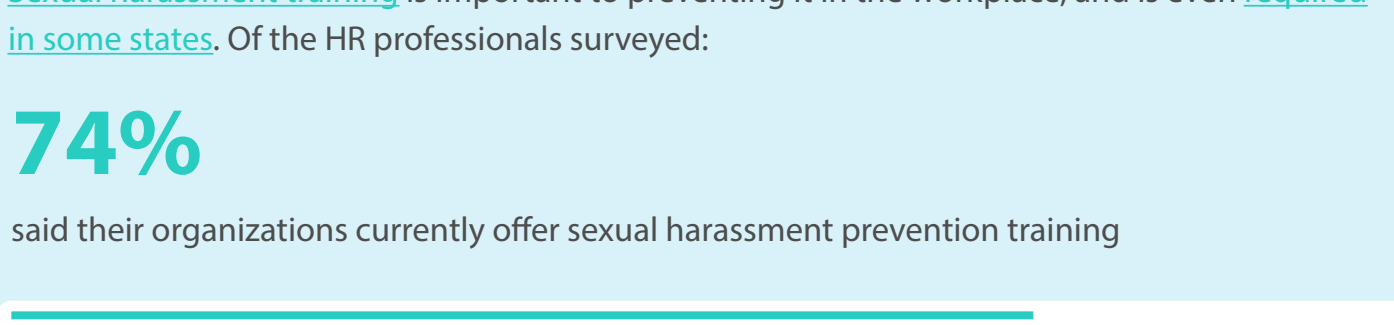


OF THE HR PROFESSIONALS

The results were divided over whether they would be updating their policy in 2018

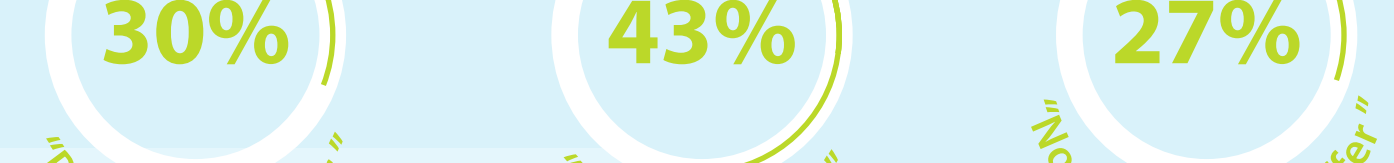


WILL YOU BE IMPLEMENTING A SEXUAL HARASSMENT POLICY IN 2018?

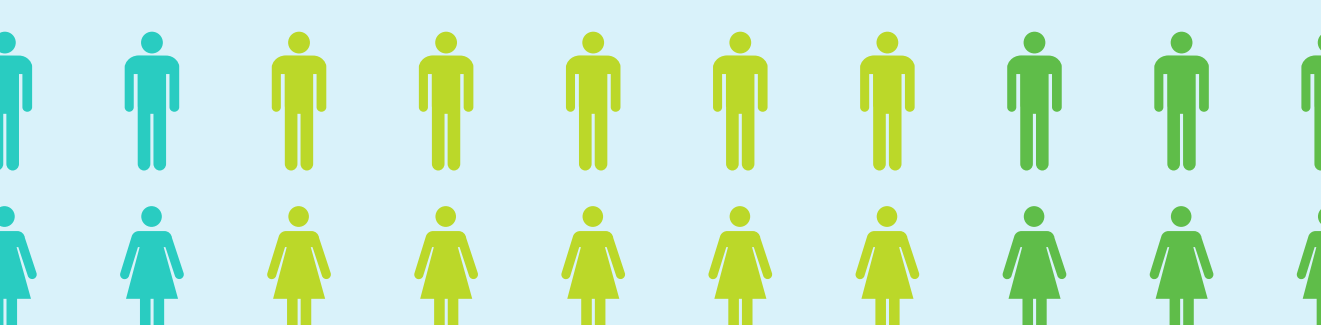


Sexual Harassment Training

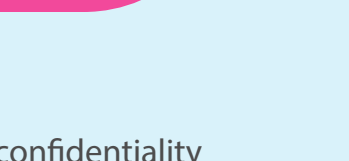
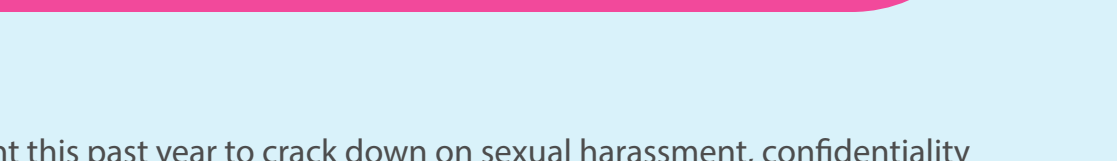
[Sexual harassment training](#) is important to preventing it in the workplace, and is even [required in some states](#). Of the HR professionals surveyed:



WHEN ASKED ABOUT THEIR PLANS FOR TRAINING IN 2018



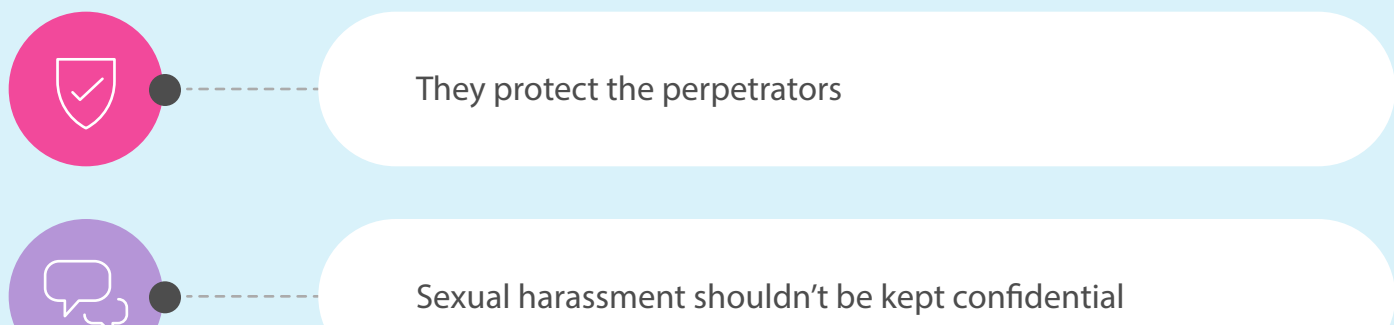
Additionally, **18%** said they are planning to offer bystander training



Confidentiality Agreements and Sexual Harassment Settlements

With the movement this past year to crack down on sexual harassment, confidentiality agreements that are part of workplace sexual harassment settlements have come under increased scrutiny.

WHEN THE XPERTHR SURVEY PARTICIPANTS WERE ASKED WHETHER THEY THOUGHT CONFIDENTIALITY AGREEMENTS SHOULD BE INCLUDED IN A SEXUAL HARASSMENT SETTLEMENT



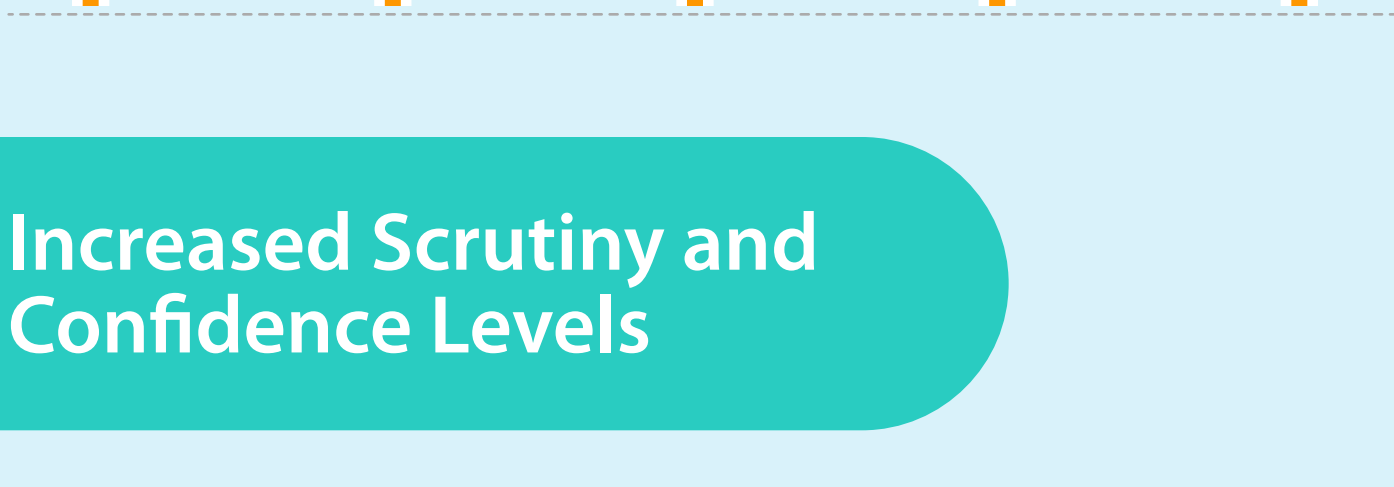
The survey respondents that answered "no" were asked why they didn't think confidentiality agreements should be part of such settlements. There were some common answers with several participants noting that:

- The agreements would allow sexual harassment to continue
- They protect the perpetrators
- Sexual harassment shouldn't be kept confidential
- Such agreements are detrimental to the victims
- Transparency is key to shedding light on the problem of sexual harassment

Only a few of the surveyed organizations had reached confidential sexual harassment settlements during the past five years. According to the responses:



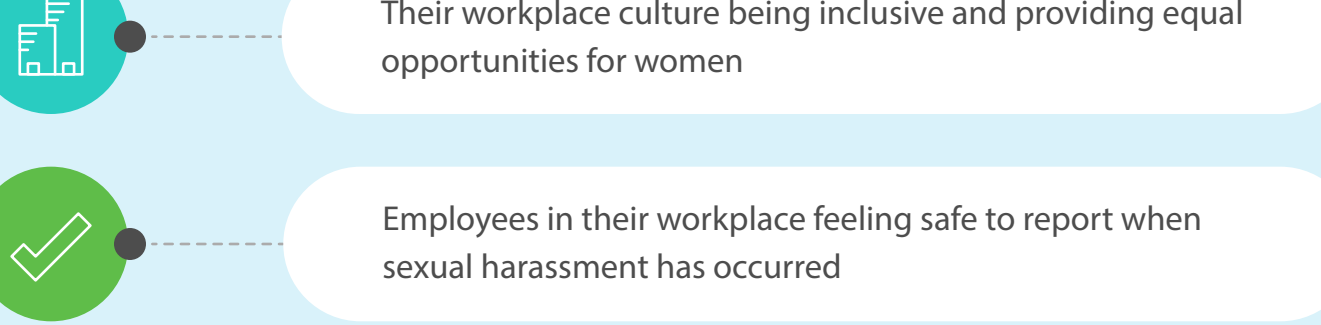
According to the survey, participants that indicated their organizations had settled sexual harassment claims in the past said that they can be very costly to organizations. When they were asked to estimate the average size of the amount paid for each settlement, the survey respondents revealed that:



Increased Scrutiny and Confidence Levels

The survey also revealed that sexual harassment policies and training will take on greater concern in 2018 for more than half of the organizations surveyed.

MORE SPECIFICALLY



Overall, the survey participants seemed relatively confident in their workplaces' ability to combat and prevent sexual harassment. They were asked on a scale of 1-5 (with one being not confident at all and five being extremely confident) how confident they were in:

- Their workplace culture being inclusive and providing equal opportunities for women
- Employees in their workplace feeling safe to report when sexual harassment has occurred
- Their workplace's ability to fairly investigate sexual harassment claims
- Their senior management team modeling good behavior and setting the tone for a harassment-free environment

Conclusion

All employers should be concerned and need to make sure they are tackling the issue of sexual harassment in the right manner and [avoiding common mistakes](#). The fundamentals any organization should have in place to address sexual harassment include:

1. Zero tolerance sexual harassment policy
2. Harassment training
3. Multichannel complaint process
4. Investigation procedures
5. Retaliation protections

To find out more about XpertHR and how we can help you with any challenges you're facing around sexual harassment or to learn more about evaluating and planning your organization's approach to sexual harassment, request a free 7-day trial today:

FREE 7-DAY TRIAL