

Sexual Harassment in the Workplace 2020

Building a culture of compliance to prevent discrimination and harassment



A Nationwide Scandal

As the majority of incidents go unreported, however, some sources estimate this figure to be as high as

85%

The number of men who report being sexually harassed in the U.S.

19%

On a Global Scale

Women in **Spain** ranked the perception of widespread sexual harassment against women as



Men, however, placed the problem lower on the scale at



29% & 30%

of respondents in **Sweden** and the **Netherlands** respectively, cited sexual harassment as the most important issue facing women and girls in 2019.

56%

of women in **Singapore** reported having experienced sexual harassment in June 2019.

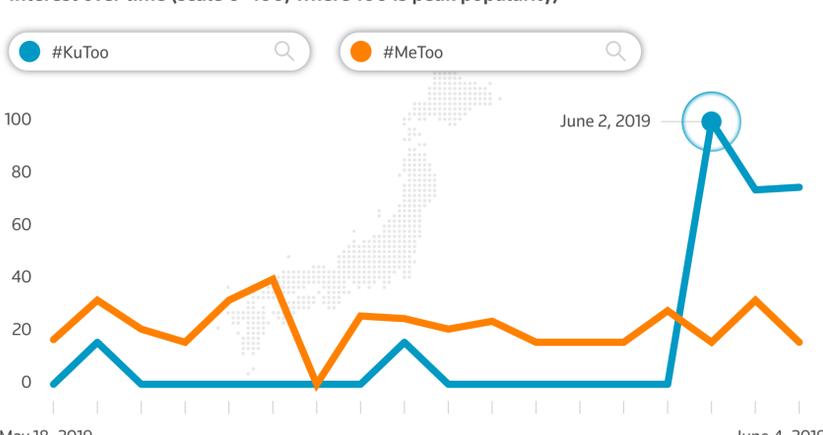
In the Public Eye



In the wake of the viral #MeToo campaign, public awareness of sexual harassment has never been higher. In Japan, Google searches for **#KuToo**, a play on kutsu (shoe) and kutsuu (pain), recently overtook **#MeToo** searches after protests against workplace dresscodes for women in Japan went viral.

81% of respondents of a 2019 poll believed sexual harassment occurs in most American workplaces today.

Interest over time (scale 0-100, where 100 is peak popularity)



The Impact of #MeToo

98% of U.S. organizations have a sexual harassment policy.

And yet fewer than

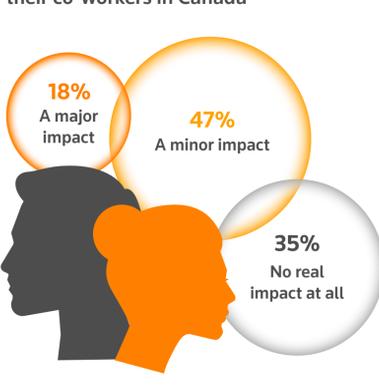
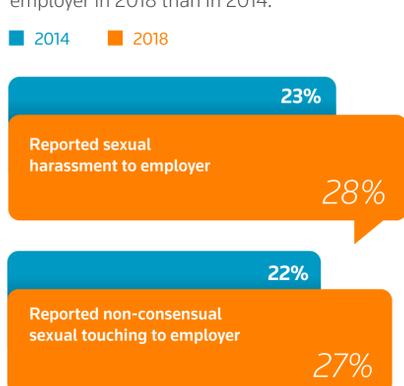
1 in 5

companies have reviewed the policy or taken additional measures in the wake of #MeToo or #TimesUp.



Women in Canada were only 5% more likely to report an incident of sexual harassment to an employer in 2018 than in 2014.

Levels of impact of the #metoo movement on how adults relate to their co-workers in Canada



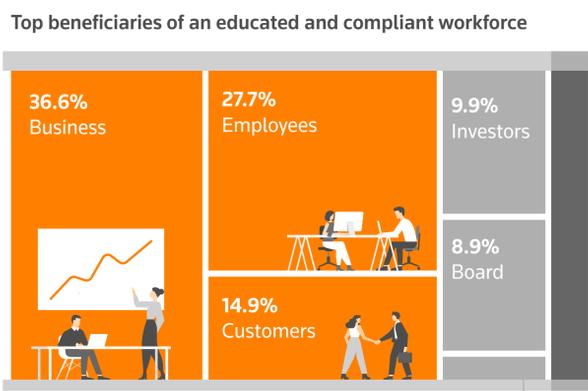
What Can Employers Do to Address the Issue?

A recent New York Times article outlined 5 key ways an organization can combat workplace harassment:

- Empower the bystander
- Encourage civility
- Train seriously and often
- Promote more women
- Encourage reporting

The importance of workplace training is underpinned by results from a 2019 Thomson Reuters Compliance survey.

Top beneficiaries of an educated and compliant workforce



78% believe a compliant workforce correlates to a competitive advantage, with the strongest correlation seen in the U.S. (37%) and the U.K. (34%).

76% of respondents agreed or strongly agreed that the time and resources invested in compliance training, equated to the benefits and protection it offers.

Build Your Culture of Compliance

With **sexual harassment** and **discrimination** becoming an increasingly prominent part of our working environments, it's essential to provide your employees with the tools and knowledge to make the right decisions.

Thomson Reuters Compliance Learning courses deliver engaging online training to support your business in building a respectful and inclusive workplace, helping to create a culture of integrity and compliance.

Learn more at legal.thomsonreuters.com/en/c/promote-respect-integrity-and-compliance