

SEXUAL HARASSMENT AT WORK IMPACTS EVERYONE

Sexual harassment is a pervasive issue with significant consequences. Everyone pays.

Prevention and early interventions in cases of sexual harassment at work is essential to avoid negative consequences.



Individual

Sexual harassment and retaliation can cost a worker up to US\$1.3 million over a lifetime. (Hegewisch et al., 2021)

- job loss
- career disruption and destruction
- lost earnings
- stress
- depression
- anxiety
- post-traumatic stress disorder (PTSD)
- eating disorders
- sleep disturbance
- loss of self-confidence/self-esteem
- burnout
- turning to substances to cope
- contemplating suicide
- medical costs
- legal fees



Interpersonal

- loss of social connections
- decreased workplace connections (co-workers, customers, networking, mentoring)
- loss of trust in team/unit/department/supervisors



Workplace

Sexual harassment is costing workplaces an average of \$22,500 (US\$30,750 in 2022 value) per person in productivity alone. (Willness et al., 2007)

- compromised reputation
- toxic work environment
- decreased productivity
- increased turnover
- lost skills, knowledge, expertise
- absenteeism/tardiness
- reduced organizational commitment
- reduced job satisfaction
- work withdrawal
- lowered worker's sense of belonging
- increased health insurance premiums
- legal costs
- investigation costs
- recruitment and talent acquisition
- loss of diversity and different perspectives
- increased work accidents/safety hazards
- shareholder value loss
- lost business

Employers lose up to \$2.2 billion annually in shareholder value due to sexual harassment. (Au, Dong, & Tremblay, 2019)



Institutional

- healthcare expenditures
- reduced tax paid to government
- police and justice system-related costs
- economic loss
- unemployment insurance
- culture of uncertainty and distrust in institutional systems

Au et al. (2022); Barling et al. (1996); Beltramini et al. (2020); Berlingieri et al. (2022); Friberg et al. (2017); Gale et al. (2019); Gettman & Gelfand (2007); Johnson et al. (2018); Sierra et al. (2008); Villegas (2019); Willness et al. (2007); Zeighami et al. (2021)

