

A NEW APPROACH TO ADDRESSING SEXUAL HARASSMENT



In the wake of #metoo, companies have realized the increased risk of an unexamined culture, and the high value in understanding organizational vulnerability to sexual harassment, bias and discrimination.

SINCE 2010, EMPLOYERS HAVE PAID OUT MORE THAN

\$698.7 million

IN CLAIMS JUST THROUGH THE EQUAL OPPORTUNITY EMPLOYMENT COMMISSION

Source: EEOC

THE AVERAGE COST OF A SETTLEMENT CLAIM IS

\$125,000

Source: EEOC

WOMEN WHO EXPERIENCE SEXUAL HARASSMENT ARE

6.5 times

MORE LIKELY TO CHANGE JOBS

Source: McLaughlin, Uggen, Blackstone "The Economic and Career Effect of Sexual Harassment on Working Women". Gender & Society. May 2017, Sage.

WORKPLACE INCIVILITY IS ESTIMATED TO COST COMPANIES

\$14,000

PER EMPLOYEE ANNUALLY DUE TO LOSS OF PRODUCTION AND WORK TIME

Source: Ye. Dysfunctional, Abusive Behavior in the Workplace. May 2018, The Conference Board.

MERCER'S APPROACH TO MITIGATING THE RISK OF SEXUAL HARASSMENT

Mercer has developed three modules to proactively assess and solve issues around employee behavior and perceptions of civility, inclusivity or harassment at work. Choose any one module, or leverage them all to illuminate and resolve potential issues or areas of risk within your organization.



MODULE 1: CLIMATE RISK ASSESSMENT

Our Climate Risk Assessment alerts you to areas of high risk as well as opportunities for improvement, helping you to address vulnerabilities before they escalate into crises. Ensure lasting improvements by administering the Climate Risk Assessment every 1-2 years.

Our systematic assessment explores four organizational climate areas:

LEADERSHIP PRACTICES

Are leaders knowingly or unknowingly exposing your organization to risk?

WORK CLIMATE

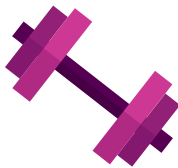
Is your organization a safe and nondiscriminatory environment that does not enable harassment?

EMPLOYEE VOICE

How do employees view your environment, and what are their suggestions for improvement?

EMPLOYEE EXPERIENCE

Have employees witnessed or experienced harassment? Do they understand what harassment is and what to do about it?



MODULE 2: VIRTUAL REALITY (VR) TRAINING

Effective, innovative, immersive VR training with our partner Vantage Point

Effective training is an employer's most valuable resource in preventing and ending harassment. Studies show VR training can increase learning retention rates by up to 75%.

Through our partnership with Vantage Point, a San Francisco-based startup, we offer VR training for sexual harassment awareness. This immersive and interactive training tool provides a pick-and-choose storyline that allows your employees to see outcomes and helps them identify, intervene in and report harassment – driving behavioral change more effectively and efficiently than a video or an in-person trainer.

Employees use state-of-the-art VR headsets that immerse them in realistic work environments as they are asked to make critical decisions about the events they experience around them to drive meaningful behavior change. The bystander intervention component of the training empowers employees by providing the tools they need to intervene when they witness harassing behavior and allows them to learn the reporting procedures that are specific to their organization.



MODULE 3: POLICY ADVISORY SERVICES

Expert advice and guidance for sexual harassment policies

We use our years of experience to help you review and design a harassment policy that ensures employees have adequate knowledge of sexual harassment procedures and reporting protocols. On top of fulfilling compliance requirements, Mercer policy advisory services can help you improve your employee well-being by revisiting your existing policies, procedures and training.

Mercer experts can also assist you with gender certification through Mercer | EDGE.



THE BENEFITS OF OUR APPROACH



IDENTIFY AND TRIAGE

Identify and triage areas of your organization at risk of sexual harassment issues.



HEAR FROM EMPLOYEES

Understand employee perceptions of fairness, civility, inclusivity and harassment at work.



REDUCE RISK

Ensure you are fully compliant with local, state, and federal regulations.



BUILD YOUR STRATEGY

Identify significant problem areas and design a meaningful training and education strategy.



EDUCATE EMPLOYEES

Continually train and educate your workforce to foster a healthier culture. Deliver interactive VR training at scale.

BE A PART OF IT

To further discuss Mercer's approach to addressing sexual harassment, contact Madeleine Winslow at madeleine.winslow@mercer.com.



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When Women Thrive | LinkedIn Group

MERCER TODAY

23,000+

COLLEAGUES

130+

COUNTRIES

\$4.3 billion

IN REVENUE

80

YEARS OF HISTORY

28,000

CLIENTS

200+

DIVERSITY & INCLUSION CLIENTS

At Mercer, we make a difference in the lives of more than 115 million people every day by advancing their health, wealth and careers. We're in the business of creating more secure and rewarding futures for our clients and their employees — whether we're designing affordable health plans, assuring income for retirement or aligning workers with workforce needs. For more than 80 years, we've turned our insights into actions, enabling people around the globe to live, work and retire well.