

# SEXUAL HARASSMENT AT WORK IMPACTS EVERYONE

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

**Prevention and early intervention in cases of sexual harassment at work is essential.**



## 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 2023 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
- decreased 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, 2023)



## 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. (2023); 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)