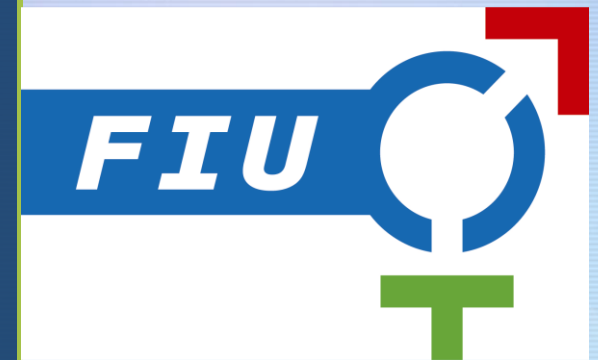


Sexual harassment
– it comes at a cost



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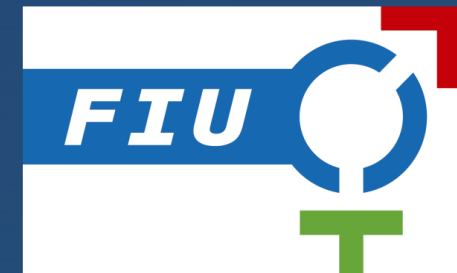
The plan and aim for today's course

- To gain knowledge of the direct and indirect economic consequences of sexual harassment
- To motivate change
- Give you tools to argue why this work is important
- Get an idea about how to start preventing and dealing with sexual harassment

And then – a final quiz



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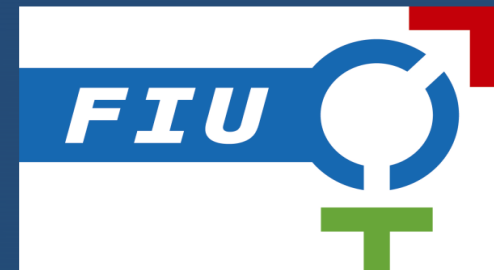


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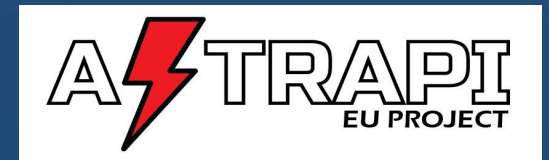


Why look at the economic consequences of sexual harassment?

- Physiological consequences (anxiety, PTSD, depression, lack of concentration, memory problems)
- → Leads to: Severe economic consequences – for the individual, the company, and society.
- No one can put **exact** number to what sexual harassments costs
- Economic incitement = a good motivator for change

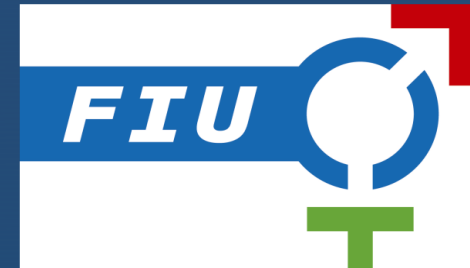


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What is sexual harassment?

- Experience versus intention
- Physical, verbal, non-verbal
- Who is at risk?
age <-> gender <-> power



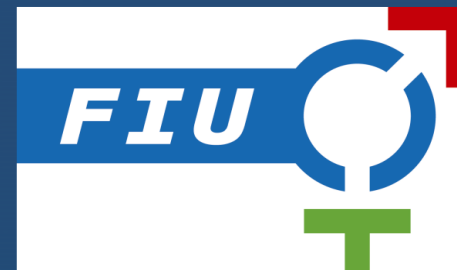
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The facts: Economic consequences for the individual

- Sick leave
- Loss of job – sometimes complete loss of work ability
- Lack of referral – harder to get new job
- Loss of career opportunities, experience, co-worker relations, interesting work tasks
- Need for therapeutic support
- Higher risk of divorce

FACT – a study by the Danish Trade Union Confederation (FH) shows that every tenth person who has been subjected to sexual harassment quits their job.



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The facts: Economic consequences of the workplace

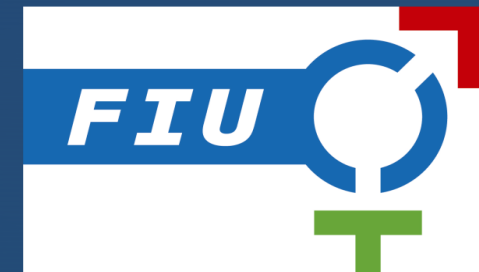
Direct costs:

- Sick leave
- Contract termination
- Employment and training of new employees
- Compensation payment
- Time spent administering and processing cases

Indirect costs:

- Lower job satisfaction (gossip, lack of safety and trust)
- Decreased productivity (the harassed person *and* the co-workers)
- Bad reputation (attracting new employees and costumers)

FACT – A Danish study shows that someone who is exposed to sexual harassment has 60% higher instances of sick leave compared with someone who has not been exposed to sexual harassment.



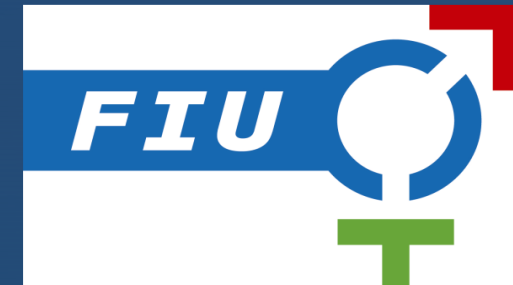
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The facts: Economic consequences for society

- Permanent loss of *or* decreased work ability
- Time on unemployment benefit after leaving job
- Expenses in relation to divorce (case processing)

FACT – A Danish study shows that sexual harassment from citizens against employees within the social and health sector cost society around 13,5 million euro in 2014 – solely in terms of production losses due to employees' sick leave



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The economic incitement for prevention

Preventing and dealing with sexual harassment is of course something everybody should do because it is the right thing.

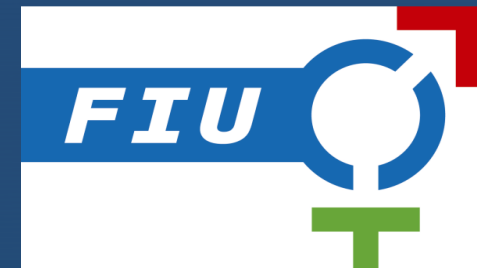
However, many things (being busy, not believing your workplace has sexual harassment, lack of knowledge and tools...) can be barriers for starting this work.

In that case, the economic losses of sexual harassment (AND the economic **gains** of creating a good work environment), can be a great motivator to start preventing and dealing with sexual harassment.

If you don't have the power to start preventing and dealing with sexual harassment yourself, present these economic aspects of sexual harassment to your leader/manager as a way of convincing the person of the importance this work



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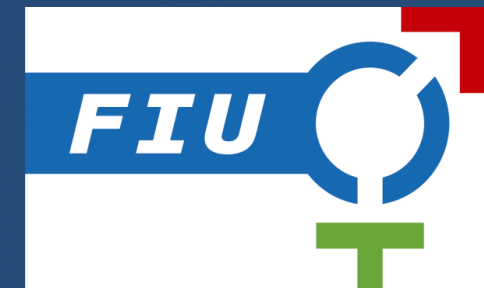
How to deal with and prevent sexual harassment: The conversations and meetings

How to:

1. **PREVENT**: Talk about boundaries (*course available*)
2. **PREVENT**: Remind people before office parties, in news letters, on posters, and so on, about being mindful and respectful of other people's boundaries and that "a no is a no".
3. **PREVENT+DEAL WITH**: Co-worker responsibility (*course available*)
4. **DEAL WITH**: What to say/not to say to a (suspected) victim/survivor of sexual harassment (*course available*)

Always:

- "Attack" sexual harassment from multiple angles
- Have a **continuous** conversation and focus



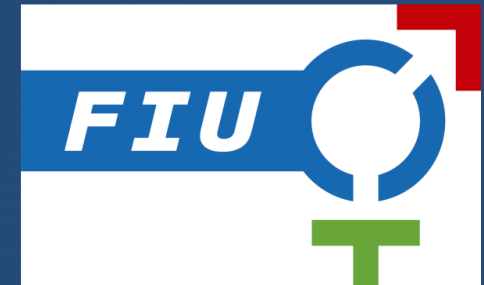
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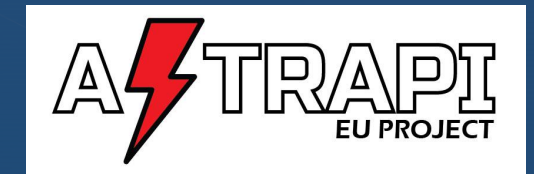
How to deal with and prevent sexual harassment: The policy

There are **eight** topics that should be included in a sexual harassment policy

1. Definition (Experience, not intention)
2. Zero-tolerance
3. Examples
4. Second-hand sexual harassment
5. Who to contact
6. Disciplinary action
7. Anonymity



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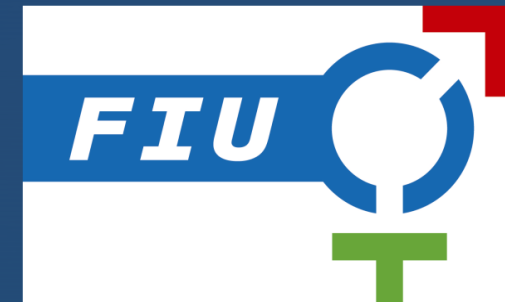


Final quiz

1. Write down three ways in which sexual harassment is an economic burden to an individual
2. Write down three ways in which sexual harassment is an economic burden to a company
3. Write down as many of the seven important topics that should be included in a policy on sexual harassment
4. Write down as many of the three previously mentioned *preventative* measures one can make use of
5. Write down as many of the two previously mentioned measures one can make use of to *deal with* sexual harassment



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