

LEARN.

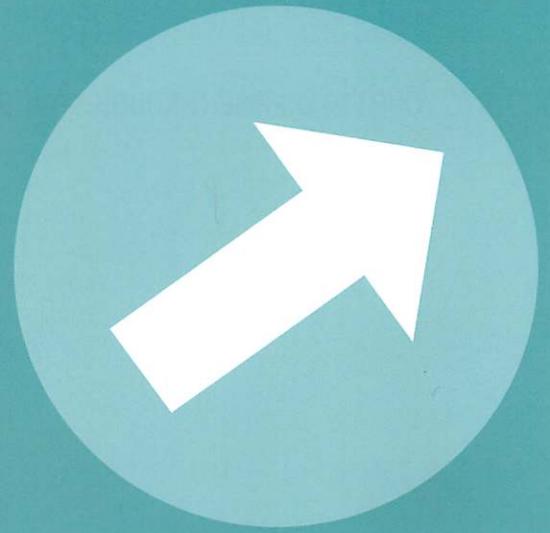
INNOVATE.

IMPLEMENT.

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GROW.

LEAD.



# SMART DATA. SMART DECISIONS.

## THE SEXUAL HARASSMENT AUDIT



## GROWING YOUR ENTERPRISE THROUGH STRATEGIC INSIGHTS

More than two-thirds of U.S. companies — public and private — currently offer employee training for sexual harassment prevention. However, cases continue to increase, despite the prevalence of training. The overall cost to businesses is estimated to be well **above \$1.5B per year**.

We offer a proven method designed to measure a company's risk for sexual harassment behavior plus an ongoing diagnostic that will help businesses determine exactly what employees learn (or fail to learn) from any preventive training that your company may be providing.



### A UNIQUE APPROACH...WE KNOW NO TWO BUSINESSES ARE ALIKE.

Our protocol goes far beyond any simple quiz or online exam that many companies use after training, that only measures short-term retention of information, and not what employees really internalize about harassing and discriminatory behaviors and values. Our annual employee survey methodology provides **actionable recommendations and benchmarks**.

### Our Process

After analyzing 40+ years of industry and academic research focused on sexual harassment and related issues, we have identified the key predictors for sexual harassment behaviors in the workplace. We've created a survey that benchmarks employees on these key predictors as well as company-wide perceptions of sexual harassment policies and procedures, training, and other relevant topics.

### Identify & Reduce Risk

With this information, your organization will have the data necessary to determine how to make improvements in policies, training, and employee messaging that will make a real and lasting impact in risk mitigation against sexual harassment claims.

The Sexual Harassment Audit is designed as an annual study, with comparisons against other companies of similar size and segmentation profiles.



## ABOUT DECISIVE ANALYTICS, LLC

A dedicated team of research and analytics professionals

Decisive Analytics, LLC is headquartered in New York City since 2003, with additional offices in Southern California.

### CHARLES NEMETZ, CEO

Chuck has led the company as CEO and founding partner, and is an experienced marketing executive with emphasis on consumer packaged goods (Colgate-Palmolive) and American Express. He has account experience with many major brands, including: Chesebrough-Ponds, PepsiCo/Frito-Lay, United Distillers, Cadbury Schweppes, and Bristol-Myers Squibb.



## HARASSMENT DIAGNOSTICS

Organizational risk for sexual harassment and other discriminatory behaviors can be measured and predicted based on six components: (1) employee attitudes and values; (2) personal experience of sexual harassment, such as having observed or experienced sexual harassment; (3) demography; (4) understanding and perceptions of company policies; (5) experience with specialized training (as well as frequency and type of training); and (6) the internal workplace culture.

## HARASSMENT PREDICTORS

Our advanced algorithms indicate relative risk factors specific to your organization. We rigorously assess each of these in our methodology and report comparative results along with recommendations for improvement and action.

## Harassment Audit

### Diagnostic areas and predictors



### Strength and Weakness Analysis

Every organization is unique because its employee population is unique, along with the values and attitudes that come to the forefront as people work together. How well do your processes adapt to the unique characteristics and needs of your workplace? We'll provide real insights that can be put to use right away.



### GOVERNANCE, RISK & COMPLIANCE (GRC)

We have several research products dedicated to assessing and improving workplace safety, compliance, and other issues in organizations of all sizes, and also offer custom research services.

### CONTACT US

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### CHERYL HARRIS, CRO

Cheryl is the Chief Research Officer and founding partner and a recognized pioneer in research methodologies. Her clients have included: Apple, Sony, IBM, Citibank, Pfizer, AT&T, eBay, Procter & Gamble, Time Warner, and many others. She has a Ph.D. in social science research from the University of Massachusetts-Amherst and has published and lectured on research issues worldwide.

### Building Smarter Businesses

We provide solutions and services for critical business intelligence and data-driven decisionmaking. We are experts in evaluating, investigating and analyzing data, and making the results both accessible and practical. Our team stays focused on extracting the trends, patterns, and insights that will boost your business success, efficiency, and profitability.



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