

# HOW HAS SEXUAL HARASSMENT AFFECTED EPLI?

Sexual harassment has risen to the forefront of Employment Practices risk, driven in large part by societal awareness inspired by the #MeToo movement. Over the last year the U.S. Equal Employment Opportunity Commission (EEOC) said it received more than double the hits to its website page on sexual harassment as employers and employees looked for information. The EEOC filed 41 lawsuits alleging sexual harassment in the workplace in fiscal year 2018 — a **50 percent increase** in this type of suit over fiscal year 2017<sup>1</sup>.

## Defining Sexual Harassment<sup>1</sup>

- Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when they could implicitly affect someone's employment, unreasonably interfere with his/her work performance, or create a difficult work environment.
- May occur without economic injury to or discharge of the victim.



### The Victim

- May be a woman or a man, and does not have to be of the opposite sex.
- Does not have to be the person harassed but could be anyone affected by the offensive conduct.

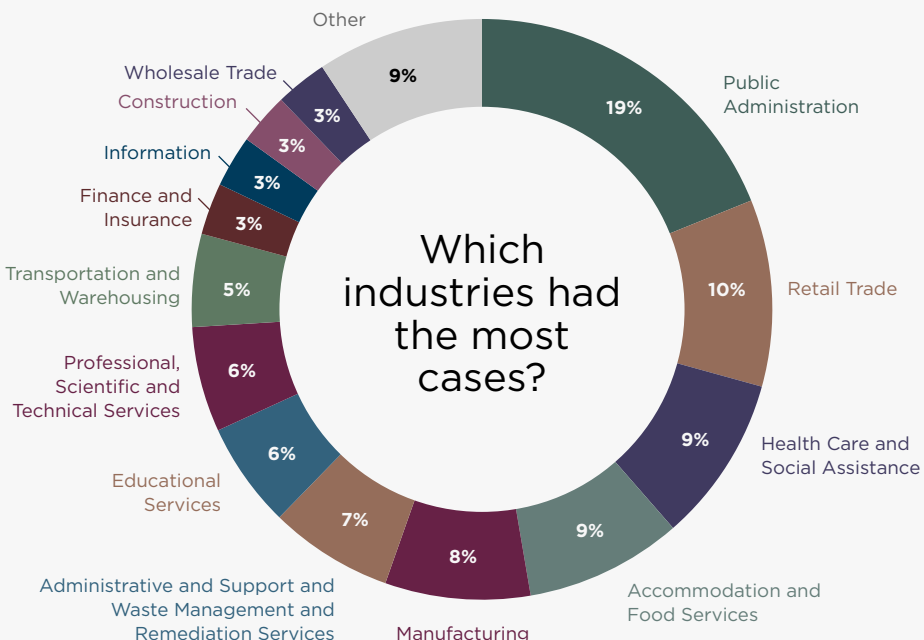
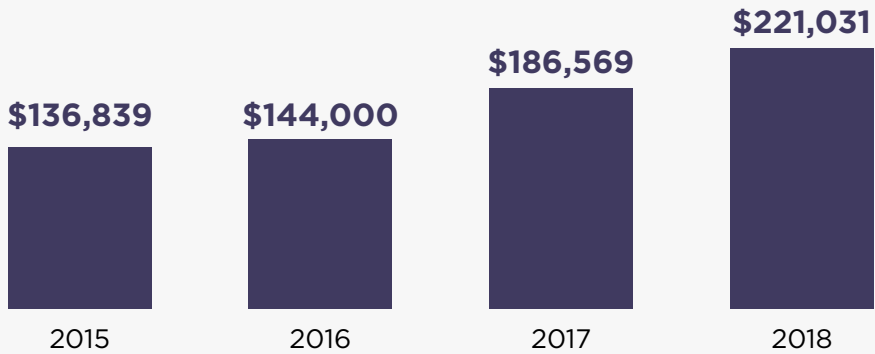


### The Harasser

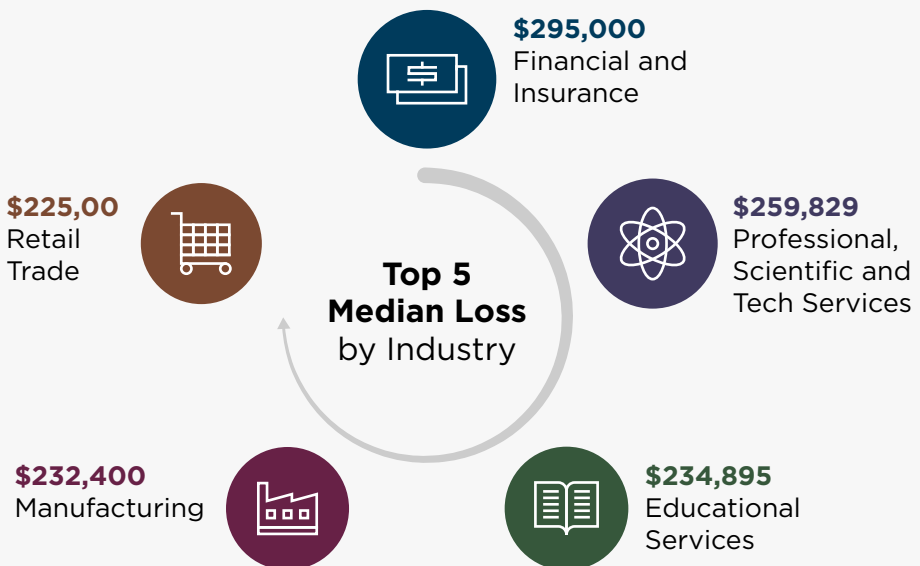
- May be a woman or a man, and does not have to be of the opposite sex.
- Can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.

## Sexual Harassment Cases 2015-2018<sup>2</sup>

### Median Loss from Sexual Harassment Case Settlements



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Nationwide offers **employment practices liability insurance** that insures against the risk of legal fees, costs, settlements and adverse judgments that may arise from claims of sexual harassment that may be brought against you and your company. Plus, our product offering includes unique loss control services that help prevent sexual harassment claims from arising in the first place.

For more information on how Nationwide can provide specialized employment practices risk expertise, visit our **Private Company Management Liability Products** page under Products at: [mils.nationwideexcessandsurplus.com](https://mils.nationwideexcessandsurplus.com) or contact Joe Werner, Director, Management Liability and Specialty, at [joseph.werner@nationwide.com](mailto:joseph.werner@nationwide.com)



1. <https://www.eeoc.gov/eeoc/publications/fs-sex.cf>  
2. Based on Advisen data.