

Compliance ≠ Change

The problem: training isn't having the desired impact.
Despite legal mandates and organizational efforts to prevent sexual harassment at work, we're not where we need to be.



8,474

sexual harassment charges received by the EEOC in 2024; up 9.6% from 7,732 in 2023.¹



\$78 million

paid out by employers in 2024 for EEOC sexual harassment claims.¹



40% of employees

say they've witnessed or experienced sexual harassment at work.⁴



\$2.6 billion

yearly cost of lost productivity due to sexual harassment.³



1 in 3 managers

lack clarity or perceive risk when it comes to reinforcing professional boundaries in the workplace.²



86% of women

who experience sexual harassment do not report it.⁵

The disconnect: knowing is not doing.

Under-the-surface attitudes and beliefs undermine action.²

EMPLOYEES

16%

of employees fear a professional setback if they were to report sexual harassment

1 in 3

employees feel uncertain or think it's harder to fit in when you're maintaining professional boundaries

MANAGERS

29%

of managers feel uncomfortable addressing inappropriate behavior

1 in 3

managers lack clarity or perceive risk when it comes to reinforcing professional boundaries in the workplace

The solution: do more with your compliance training.

Let it become behavioral intelligence that reveals what's really happening in the organization, and what to do about it.



Behavioral science questions asked during courses at relevant learning moments capture how employees think and what actions they're likely to take.



Distinct employee attitudes and behaviors are measured and linked directly to aspects of culture, leadership, critical business KPIs and risk areas.



Behavioral data is processed through an analytics engine and organizational insights are visualized on a dashboard at the enterprise and local levels.



AI assistance enables better interpretation of the insights and what they mean for your organization.



Playbooks provide concrete recommendations for how to address gaps and optimize performance.

Atana is the Behavioral Intelligence platform that transforms mandatory workplace compliance training into strategic insight for business performance. Through our **Once & For All** sexual harassment prevention training solution, we convert near-universal participation into high-value data about employee behaviors, attitudes, and cultural risk. With a continuous System of Action, Atana surfaces organizational blind spots early and delivers precise, data-driven post-training interventions tied directly to productivity, retention, and risk reduction.

¹ <https://www.eeoc.gov/data/enforcement-and-litigation-statistics-0>

² 2025 Atana Trend Data (Across Industries)

³ <https://www2.deloitte.com/content/dam/Deloitte/au/Documents/Economics/deloitte-au-economic-costs-sexual-harassment-workplace-240320.pdf>

⁴ <https://www.hrquality.com/resources/research/workplace-harassment-and-employee-misconduct-insights/>

⁵ <https://zipdo.co/sexual-harassment-statistics/>