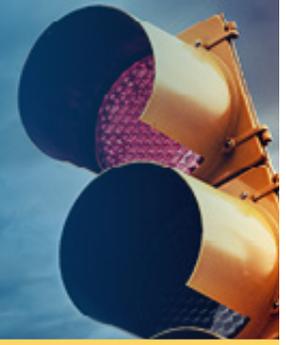


SEXUAL MISCONDUCT & WORKPLACE HARASSMENT RISK ASSESSMENT AND MITIGATION TOOL



ROPES & GRAY HAS DEVELOPED a unique risk assessment and mitigation tool, drawing upon objective data and special risk factors identified through decades of experience in handling sexual misconduct and workplace harassment matters across a range of industries, institutions and geographies. This tool allows us to help clients assess their specific risk profile on an individualized basis, and then make informed decisions about where and how best to apply the organization's compliance resources to mitigate those risks.

The three-phase process allows clients to not only zero in on tailored best practices to establish a positive work environment for all employees, but to also demonstrate from inception to completion (including ongoing monitoring) the thoughtful, systematic and proactive manner in which the organization identified, assessed and mitigated risk with regard to sexual misconduct and workplace harassment.

PHASE I The risk assessment and mitigation process begins with a review and assessment of organization-wide internal controls, including an analysis of key policies and procedures, assessment of training programs, and review of the organization's track record for receipt, response and disposition of allegations of sexual misconduct and workplace harassment.

PHASE II The review is customized further to address elements unique to an organization's structure, such as special risks presented within identified divisions, departments, offices or geographic locations.

PHASE III Drawing upon objective data and known risk factors, we build a holistic view of the organization's risk profile, identify areas of particular concern, and then recommend mitigation strategies to meet the organization's specific needs.

RECENT SURVEY RESULTS



■ WORKPLACE

Three out of four workers who experience sexual harassment never report it.

—*Equal Employment Opportunity Commission 2016 report*



■ SCIENCES/UNIVERSITIES

40 to 70 percent of women [have] experienced sexual harassment during their careers or as students.

—*National Academies' Committee on Women in Science, Engineering and Medicine research data*



■ FINANCIAL SERVICES

The number of women reporting sexual harassment in financial services rose from 20 percent in 2014 to 32 percent in 2017, with 70 percent reporting sexist behavior.

—*Financial Times*



■ MEDICAL TRAINING/PRACTICE

Nearly one in three women in medicine say that they have experienced sexual harassment, compared with four percent of men.

—*The Journal of the American Medical Association 2016 study*



ROPES & GRAY'S SEXUAL MISCONDUCT & WORKPLACE HARASSMENT GROUP

THE ONGOING SPATE of high-profile sexual misconduct allegations in the workplace—affecting financial services firms, universities, public companies, news and media outlets, non-profit organizations, government agencies and a host of other entities—has brought the breadth of the problem and potential risks sharply to the fore. In the wake of the recent stream of allegations and accompanying swift public repercussions, companies and organizations are keenly aware of the potential for widespread legal, financial and reputational harm, and also intently focused on proactive steps to mitigate risk and ensure a positive workplace environment.

To address the range of risks presented and lessons learned from years of helping clients to navigate these matters, we

have an established interdisciplinary team of lawyers at Ropes & Gray who collectively comprise our sexual misconduct & workplace harassment group. The group includes labor and employment specialists, government enforcement lawyers, civil litigators, practitioners versed in governance and disclosure matters, and other practice and industry experts who work together seamlessly to assist clients in responding, promptly and effectively, to the full spectrum of issues presented by claims of workplace harassment.

Our sexual misconduct & workplace harassment group includes a number of partners who served as federal prosecutors at the Department of Justice, with substantial investigative, law enforcement and trial experience.

CONTACTS



Joan McPhee
Partner, New York
joan.mcphee@ropesgray.com
+1 212 596 9443



James Dowden
Partner, Boston
james.dowden@ropesgray.com
+1 617 951 7970



Megan Bisk
Partner, Boston
megan.bisk@ropesgray.com
+1 617 951 7321



Colleen Conry
Partner, Washington, D.C.
colleen.conry@ropesgray.com
+1 202 508 4834



Peter Ebb
Partner, Boston
peter.ebb@ropesgray.com
+1 617 951 7457



Laura Hoey
Partner, Chicago
laura.hoey@ropesgray.com
+1 312 845 1318



Michael McGovern
Partner, New York
michael.mcgovern@ropesgray.com
+1 212 841 8860



Jenny Cooper
Counsel, Boston
jenny.cooper@ropesgray.com
+1 617 951 7048