

A dedicated employee relations solution deepens *critical* ER functionality and strengthens your team with *best in class* guidance.

IT software isn't built for ER. Why put your team and your organization at risk?

Employee relations (ER) plays a crucial role in fostering a trustworthy workplace culture, ensuring employee satisfaction and minimizing conflicts. Without dedicated technology your ER team is relinquishing control to tools and upgrade schedules that aren't built to keep up with the speed of employee relations.



In 2023, EEOC lawsuits jumped by 52%. In FY 2024, they are ramping up efforts, receiving an additional \$26 million in funding. Improve the speed and effectiveness of your tools or *expect intensifying risk.*

MEASURABLE RISKS

Increasing costs of lawsuits: When organizations find themselves in court, systems built to collect workplace safety issues instead of employee relations data won't deliver the necessary documentation, and drive up the risk of higher litigation costs. Recent EEOC data indicates an alarming upward trend in the costs associated with lawsuits. Charges increased by about **20%** in FY 2022, and the EEOC received 73,485 new charges, resulting in **\$513 million** in monetary benefits for victims of discrimination. With 91 lawsuits filed in FY 2022, it's evident that legal battles are becoming more expensive.

Increases in the seriousness or prevalence of issues: Without the functionality to monitor and address trending issues within specific employee groups, organizations find themselves responding "too little, too late." This inability to take a proactive stance often results in more severe or widespread problems.

NON-MEASURABLE RISKS

Poor employee experience hinders the opportunity to build employee trust: Systems that aren't built for employees lead to poor employee experiences, causing low morale, decreased productivity and higher turnover. According to HR Acuity's 2023 Workplace Harassment & Employee Misconduct Insights Report, **42%** of employees who experienced an incident of workplace harassment or misconduct did not report it. Why? Most indicated a general lack of trust and confidence in their employer's culture and processes

Damage to organizational reputation: Poorly managed employee relations inevitably leads to damaging headlines, including calls for resignation, customer boycotts and other PR nightmares. From an employee posting a racially charged comment on social media to an executive facing allegations of sexual misconduct, every individual within a company can be a potential liability. What's more, a bad reputation absolutely hurts recruiting. **86%** of women won't apply to a company with a bad reputation. **67%** of men feel the same.

Businesses invest in what's important to them: Deciding not to invest in a purpose-built ER solution sends a message to your team, your employees and other stakeholders that ER isn't an important business function. Add-on modules not only leave your organization open to the risks mentioned above, but your team misses out on important capabilities that will dramatically speed processes, improve efficiency and ensure consistency.

Here's how HR Acuity *levels up* the most common IT-based ticketing solutions:



Deepens the depth and breadth of ER case management with guided expertise

HR Acuity was built for the unique legal requirements of ER documentation, case management and investigations. Instead of an add-on module built around an IT solution, your ER team benefits from built-in compliance, workflows, templates and expert guidance already included in the tool.



Empowers ER to stay in control

HR Acuity doesn't require ER to operate at the mercy of the next ITSM release. Instead, ER stays in the driver's seat with innovative tools that can be enabled at their discretion.



Improves efficiency and effectiveness

HR Acuity eliminates the need for expensive customizations and time consuming upgrades. Instead of relying on configurations that take months to align HR with IT processes, your ER team taps into out-of-the-box best in class resources, built specifically to improve efficiency and effectiveness.



Simplifies all user experiences to improve adoption

HR Acuity is built "by ER for ER." Not only is HR Acuity easier to set-up, use and administer for the ER team, but it's also simpler for employees who need to request accommodations, report issues and tap into resources such as mental health benefits.

VERICAST

"HR Acuity *truly is the best* ER case management and investigation software solution on the market."

Christina Myers, *Executive Director of HR Compliance*

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