

Workers

- physical/mental health/stress
- medical/EAP costs
- lost earnings/work hours (absenteeism)
- lost job experience
- employment loss/instability
- lost working relationships, networks, mentoring opportunities
- conflict/tension with co-workers
- relationships with family and friends
- lost career development
- lost self-confidence
- legal fees
- lost productivity/performance
- increased work accidents/safety hazards

Workplaces

- reduced productivity/performance
- toxic work environment
- absenteeism
- employee turnover
- job loss
- loss of trust, commitment, engagement
- administrative & human resources costs (e.g., leaves & transfers, replacement, training)
- lost skills, knowledge, expertise
- workers' compensation costs
- investigations
- legal liability/costs
- lost business
- damaged reputation
- recruitment of top talent
- increased accidents/safety hazards
- increased employee benefits costs
- increased health insurance premiums

Society /Government

- healthcare expenditures
- mental health services
- prescription drugs
- lost productivity
- lost earnings (income tax)
- unemployment insurance
- police/justice

