



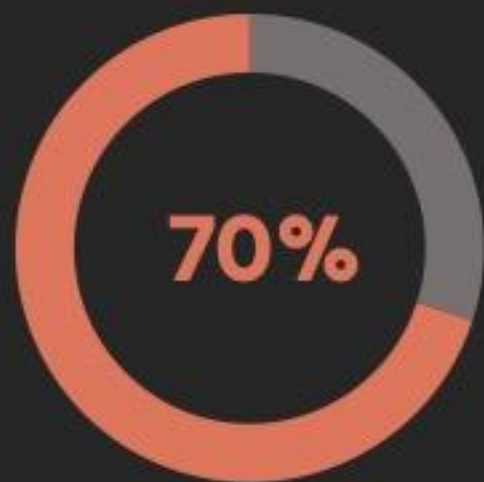
PROJECT
EXODUS

PORNOGRAPHY USE IN THE WORKPLACE

Reality, Repercussions, and Resolutions

REALITY: Statistics

WORKIN' 9 TO 5



**INTERNET
TRAFFIC**

**between
9h00
and
17h00**



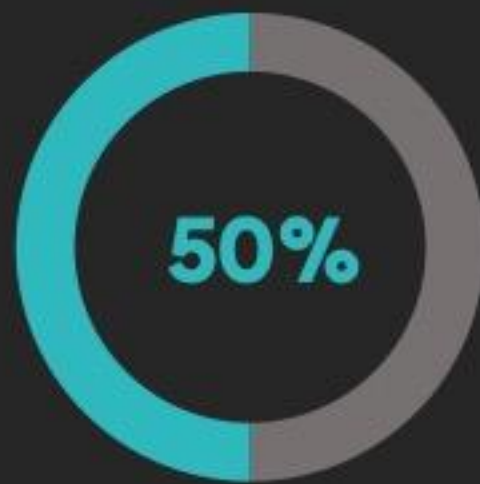
**W O R K
T I M E**

REALITY: Statistics

2018 SURVEY



AT WORK



MONTHLY



DAILY

Watch pornography

REALITY: Saturation

INTERNET PORNOGRAPHY

Pornography is the
wallpaper of our lives.

David Amsden

Writer, New York Times



REALITY: Addictive INTERNET PORNOGRAPHY

Of all the activities on the internet,
pornography has the most
potential to become addictive.



REALITY: Addictive INTERNET PORNOGRAPHY

Internet pornography is the **gateway drug** of sexual addiction. Many people who become addicted to watching internet porn will **escalate** to more risky or intense compulsive sexual behaviors.

Brad Salzman, LCSW



REALITY: ICD-11

COMPULSIVE SEXUAL BEHAVIOUR DISORDER

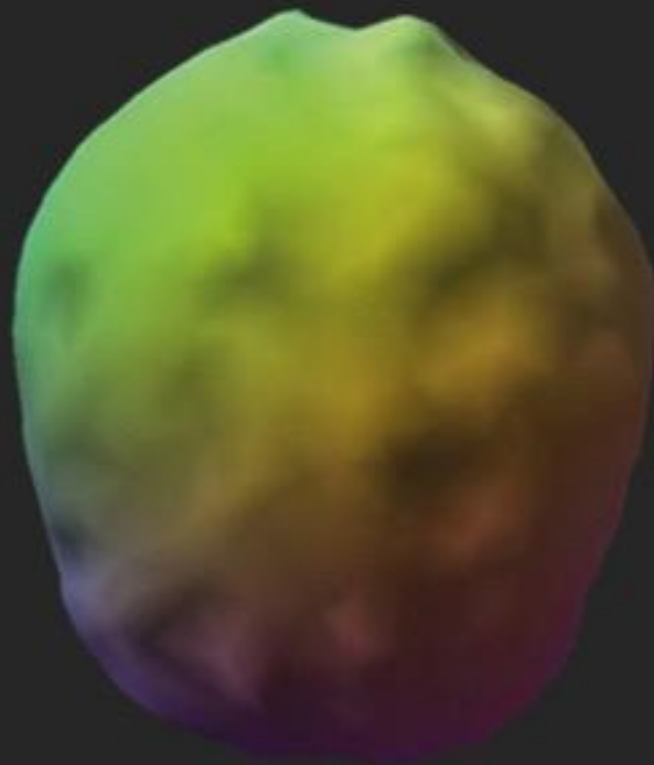
CSBD may be expressed through:

- Sexual behaviour **with others**
- **Masturbation**
- Use of **pornography**
- **Cybersex** (internet sex)
- **Telephone sex**
- Other **repetitive sexual behaviour**



REPERCUSSIONS: Personal INTERNET PORNOGRAPHY

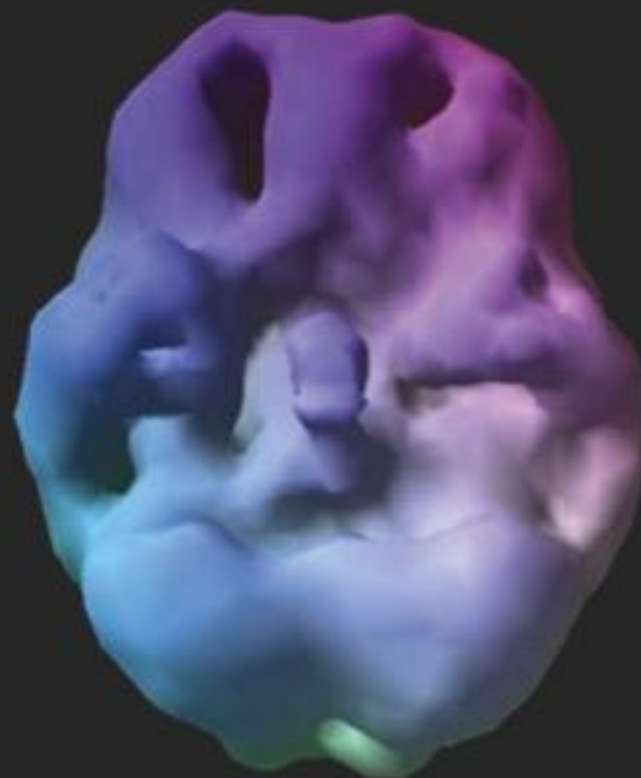
HERE'S YOUR BRAIN



HERE'S YOUR BRAIN
ON HEROIN



HERE'S YOUR BRAIN
ON PORN



REPERCUSSIONS: Personal

BRAIN HEALTH

Decreased grey matter

- high levels of internet usage
- heavy media multi-tasking



REPERCUSSIONS: Personal MENTAL HEALTH

- Anxiety & stress
- Shame & guilt
- Memory & focus
- Social anxiety
- Suicidal ideation
- Self-esteem
- Depression
- Loneliness



REPERCUSSIONS: Occupational UNETHICAL BEHAVIOUR

Unethical
behaviour



Pornography consumption

REPERCUSSIONS: Occupational UNETHICAL BEHAVIOUR

Unethical
behaviour



dehumanisation

Pornography consumption

REPERCUSSIONS: Occupational DEHUMANISATION

- 1) Unethical behaviour
- 2) Increased incidence
 - Sexual harassment
 - Hostile work environments
- 3) Other negative outcomes



REPERCUSSIONS: Occupational FINANCIAL LOSS

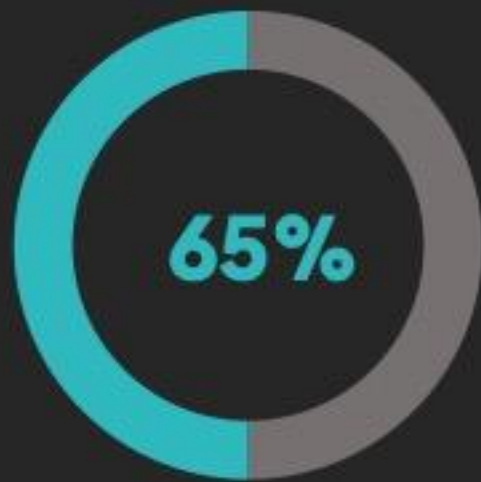
- Direct costs
- payouts
 - legal fees
- Indirect costs
- productivity
 - turnover
 - reputation



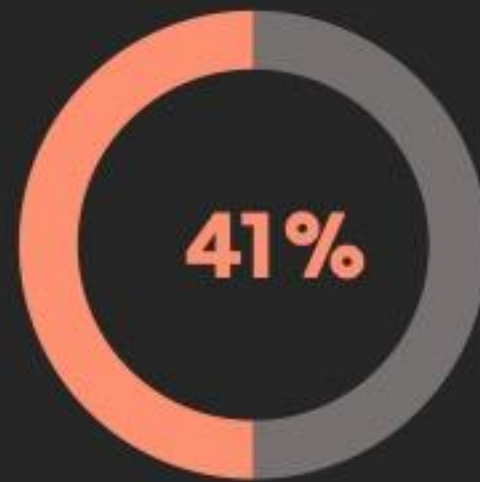
REPERCUSSIONS: Occupational FINANCIAL LOSS



LOAFING

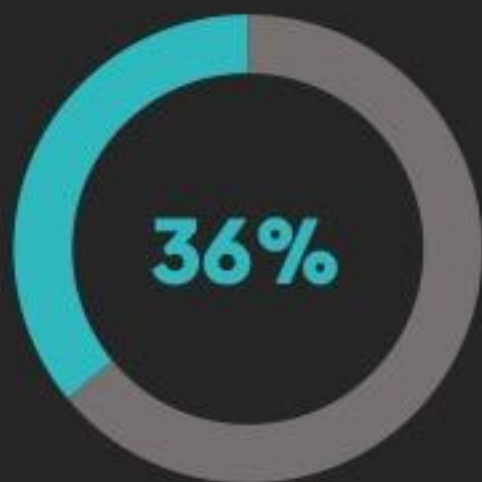


**DEGRADED
SYSTEM**



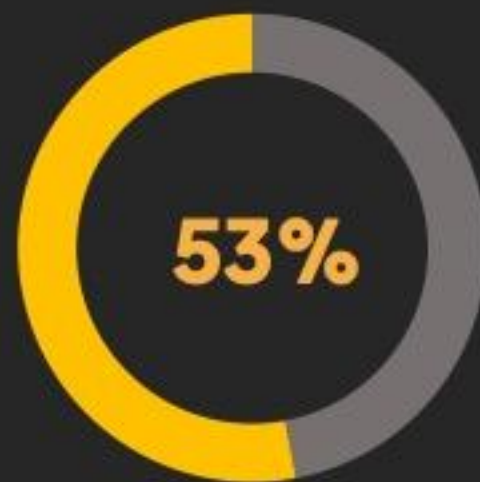
**DISCIPLINE
DISMISSAL**

REPERCUSSIONS: Occupational FINANCIAL LOSS



DUAL RELATIONSHIPS

leading cause of
disciplinary actions



SEXUAL IMPROPRIETY

leading source of costs for
malpractice claims

REPERCUSSIONS: Occupational SEXUAL ACTING OUT

Much of the sexually problematic behaviour that takes place in the workplace today is the result of sexual addiction being acted out.

(Turner-Shults)



REPERCUSSIONS: Occupational HOSTILE ENVIRONMENTS

Loss of productivity

- Acting out
- Fantasizing
- Hungover
- Distracting others



RESOLUTIONS: Proactive

PROACTIVE AND RESTORATIVE

Protect and respect rights of employees

AND

Adopt policies which minimise potential
for harm



RESOLUTIONS: Proactive LEGISLATION

- Cybercrimes Act 19 of 2020
- Films and Publications Amendment Act 11 of 2019
- Code of Good Practice: Handling Sexual Harassment in the Workplace



RESOLUTIONS: Proactive POLICIES AND PROCEDURES

- 1) Ownership of electronic devices provided
- 2) Private use of employer's device
- 3) Employee's expectation of privacy
- 4) Prohibited use (report CSAM)



RESOLUTIONS: Proactive PROTECTION

Reasons to monitor internet use

- Monitor productivity
- Protect company resources
 - Employer's computer system
 - Business assets



RESOLUTIONS: Proactive TRAINING

Regular and ongoing training by
experts in the field

- Company management
- HR and EAP staff
- Employees



RESOLUTIONS: Restorative IMPLEMENTATION

- Identification
- Intervention
- Re-integration



RESOLUTIONS: Restorative

IDENTIFICATION

Evaluation and assessment

- Internal identifiers
- External identifiers



RESOLUTIONS: Restorative

INTERVENTION

If behaviour is addictive

- Referrals
- Inpatient treatment
- Discipline or dismissal



RESOLUTIONS: Restorative RE-INTEGRATION

A lifetime commitment

- Adhere to all recommendations
- Effective intervention does not equate to being cured
- Process own biases and prejudices

