

MailMarshal Image Analyzer

Protection against sexually explicit email attachments

Pornography in the workplace can degrade company culture, damage brand reputation, and contribute to the creation of a hostile working environment.

In most countries, employers have a duty to protect their employees from sexual harassment. They can be held vicariously liable for the action of an employee unless they can demonstrate they have taken all reasonable steps to prevent it from taking place.

"The proliferation of pornography and demeaning comments, if sufficiently continuous and pervasive may be found to create a hostile working environment."

-US Equal Employment Opportunity Commission

Image Analyzer technology

Image Analyzer uses artificial intelligence to reliably distinguish between pornographic and non-pornographic images.

First generation image analysis technologies were over-reliant upon inaccurate 'skin tone' analysis which produced high numbers of false positives that need to be managed. Image Analyzer scans each image based on its visual features using a neural network that produces near zero false positives.

- Detects 9 out of 10 commercial pornographic images
- Produces near zero false positives
- Detects greyscale and cartoon sexually explicit images
- Scans images in office files and archives

Why LevelBlue Image Analyzer?

Saying "I'd rather not know" and ignoring the threat can have repercussions which could even extend to criminal charges against the employer if illegal imagery is involved. Image Analyzer allows employers to take proactive measures to monitor, educate, and enforce the company email policy.

Benefits

Unrivalled in Security

- Blocks emails containing sexually explicit image attachments.
- Educates users on the company email policy.
- Identifies high risk senders and receivers.
- Provides visibility of misuse to management.
- Helps organizations prove reasonable steps were taken to protect employees.

Ease of Implementation

- Provides reliable and accurate results from 175+ file types including video, audio, documents, executables, archives, and images.
- Leverage LevelBlue MailMarshal's powerful policy options, including reporting and end-user quarantine release.

Legal obligations of an employer

"An effective preventive program should include an explicit policy against sexual harassment that is clearly and regularly communicated to employees and effectively implemented."

–US Equal Employment Opportunity Commission

At a minimum an employer would be expected to have an appropriate email acceptable use policy which is effectively enforced, monitored, and communicated. A written policy on its own is insufficient. A policy that is not implemented through communication, education, and enforcement will be of little or no use in discharging liability.

Image Analyzer assists with demonstrating duty of care by allowing employers to:

- Identify users that are misusing the email system
- Monitor emails containing high risk image attachments
- Educate users on the company email usage policy
- Enforce the policy as and when required

Typically, the obligation to prove that all reasonable steps were taken rests with the employer.

UK Equality and Human Rights Commission

- Sexual harassment is unwelcome behavior of a sexual nature.
- Any of the following may count as sexual harassment:
 - » The display of pornography
 - » The circulation of obscene material (by email, for example)
- All employers have a duty to protect their employees from sexual harassment, and they can be held liable for the unlawful action of those who work in their organization.

Australian Human Rights Commission

- Hostile working environment can involve emailing pornography
- Sex Discrimination Act 1984 makes employers liable unless they have taken all reasonable steps to prevent it from taking place.
- Lack of awareness is not in itself a defense for employers.