

Sexual Harassment Awareness & Prevention

Overview:

When does joking go too far? What are acceptable boundaries for interaction between genders? What about the gray areas of perception and intent? Managing staff today is a challenge like never before.

Understanding workplace regulations is difficult, and there are even more complex issues that are not covered by laws.

Managers today need to have a clear understanding of their responsibilities under the law. Employers need to have a solid policy in place regarding harassment, insuring that all staff know the organization's stance on discriminatory behavior and that all managers are trained in what is acceptable behavior in their workplace. With these policies and practices in place an organization can protect itself from many of the worst accusations of discrimination and hostile environment.

Focus Areas:

Sexual Harassment Awareness and Prevention is designed to ensure that managers and employees understand their rights and responsibilities under the law. Major topics include:

- What behaviors contribute to a hostile environment?
- The definition of sexual harassment.
- Legal guidelines.
- Potential effects of sexual harassment.

OJI – On the Job Impact:

At the completion of this workshop, managers and staff will have an enhanced understanding of:

- Acceptable behavior in the workplace.
- The legal definition of sexual harassment.
- The impact of sexual harassment on an organization.

Who will benefit:

This is a workshop for all staff, but is especially important for managers in light of their complex responsibilities under the law.

It is very effective when senior leadership attend and show their support and recognition of the organization's efforts in this area.