

Back to Basics: Preventing Sexual Harassment in the Workplace (a course for leaders)

Creating a safe and respectful workplace is key to a productive organization, one in which everyone can thrive. In many workplaces, despite all the talk and training on the importance of safety and inclusion, sexual harassment and gender discrimination continue to undermine meaningful respect in the workplace. The laws and expectations regarding sexual harassment are more specific than general workplace respect and need to be explicitly and routinely shared with your leaders and staff. It is not enough to incorporate this important topic into your general respectful workplace training. The message will get lost – and those being harassed will continue to feel excluded and unsafe (often physically and psychologically).

Topics Addressed:

- The requirement to role model respectful behavior and communication in the workplace
- The higher standard of behavior attached to workplace leaders
- The supervisor's duty to inquire into signs, symptoms, concerns and complaints of sexual harassment (verbal or written);
- The difference between sexual harassment and gender discrimination;
- The supervisor's obligation to make non-discriminatory decisions in the workplace (regarding hiring, work assignments, promotions and otherwise).