

# Harassment Prevention Training

**AUDIENCE:** All Employees / Supervisors / Nonsupervisors    **DURATION:** 60 min. Nonsupervisors / 2 hr. Supervisors

Inappropriate and offensive behavior affects personal wellbeing, morale, productivity, and exposes individuals and organizations to liability. Unfortunately, knowing that harassment and discrimination are wrong is not enough to stop it from occurring. Even well-meaning people can make decisions that are problematic or unlawful.

This course leverages a combination of interactive scenarios, video, and real cases to ensure that supervisors and employees get the appropriate information and practice doing their part to create a workplace that is free of harassment and discrimination. Supervisors receive training on how to manage their workplace culture to prevent incidents of harassment, and how to respond appropriately should it occur. Particular content is available to satisfy the laws of CA, CT, ME, the US, and Canada. The California version satisfies AB 1825 training requirements.

## Purpose

In order to function efficiently and effectively, coworkers need to be able to identify, understand, and stop harassing behavior. This course explores the nature of harassment and discrimination and helps build a safe and productive workplace culture.

## Topics Covered

- » Bystander Intervention
- » Hostile Work Environment
- » Quid Pro Quo Harassment
- » Microaggressions
- » Disparate Impact
- » Avoiding Illegal Decisions
- » Avoiding Illegal Behavior
- » Responding to Complaints
- » Barriers to Reporting
- » Inclusive Language
- » Protected Characteristics
- » Power Dynamics
- » Unconscious Bias