

Preventing Sexual Harassment



*New Directions in
Employment and Diversity
Training*

What Is PSH?

Sexual harassment is a frequently misunderstood issue facing all businesses. It has become increasingly important to recognize the effects of sexual harassment on the individual, the department, and the company in which it occurs. It is critical that today's businesses go beyond just the legal aspects of sexual harassment.

PSH can be implemented as a half-day classroom style program or online. Delivered in either format, PSH addresses both the legal and behavioral aspects of sexual harassment to ensure an inclusive, highly productive work environment.

Topic Areas Covered in PSH

- ◆ Recent Supreme Court Rulings & Definition of Sexual Harassment
- ◆ Responsibilities of the Employee and the Organization
- ◆ Current EEOC Guidelines Regarding Sexual Harassment
- ◆ Types of Sexual Harassment
- ◆ Action Steps to Eliminate Sexual Harassment
- ◆ The Complaint Process (Company Specific)
- ◆ Responsibility for Creating a Positive Work Environment
- ◆ Preventive Steps to Avoid Litigation

What Are the Outcomes of PSH?

At the conclusion of PSH, participants will be able to do the following:

- ◆ Understand EEOC guidelines for sexual harassment
- ◆ Be aware of the consequences of sexual harassment
- ◆ Understand the responsibilities of the manager, employee and the company in eliminating sexual harassment and the hostile work environment
- ◆ Be able to recognize the two types of sexual harassment
- ◆ Know their rights & responsibilities relating to sexual harassment
- ◆ Be able to take active steps in eliminating sexual harassment and the hostile work environment

How Is PSH Delivered?

Classroom

Participants are introduced to the key content areas through text reading and mini-presentations. Ample opportunity is provided for discussion and clarification of the content through the use of case studies and individualized exercises.

Online

PSH online is a completely interactive, self-paced learning system in which participants are assessed, led through a customized content module, and checked at each point in the learning process. Participants are automatically registered and tracked for ease of record keeping and documentation.