



Prevent Sexual Harassment for Supervisors/Managers



“ Respect for self.
Respect for others.
Responsibility for all your actions.”
~ Dalai Lama

Leader Guide

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Learning Objectives

Specifically, when you complete this training, you should be able to:



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- Recognize sexual harassment in the workplace.
- Understand the effects of sexual harassment and the liabilities.
- Identify types of sexual harassment.
- Differentiate between welcome and unwelcome behavior.
- Be aware of the potential links between sexual harassment and violence.
- Know what to do if you experience sexual harassment.

Introduction

Sexual harassment in the workplace is against the law. No workplace is immune. Sexual harassment is not just political correctness. It can harm individuals and entire workplaces. The goal of this training is to raise participant's awareness on key issues related to sexual harassment. You will learn what sexual harassment is, what it is not, and who has liability when it occurs. You will also learn what to do if you are sexually harassed or if you witness sexual harassment.

Timing:
15 Minutes



Title VII of the Civil Rights Act of 1964 was the first federal law to prohibit discrimination based on sex. Sexual harassment in the workplace is one form of discrimination because of sex. Title VII also prohibits employment discrimination on the basis of race, color, national origin, and religion. It applies to employers with 15 or more employees.

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Since Title VII, many states have enacted laws that expand upon the federal laws and provide protections for most workplaces.

Sexual harassment sometimes can lead to behavior that is criminal including stalking, threatening and violence

Sexual harassment in the workplace can have significant and adverse impact on both the employer and workers: it can negatively affect productivity, morale, absenteeism and the general health and well-being of workers in the workplace, and can result in increased turnover, complaints of discrimination, potential incidents of anger and physical confrontation, potentially large legal fees and a poor corporate image for the employer.

REFLECTION ACTIVITY 1

Can you think of some reasons why you are required to take this training?

Answers will vary.