

## **Anti-Sexual Harassment Training for Leaders**

Learn to create a culture of mutual respect. We will focus on building an environment of respect where people understand acceptable interaction because they see it, not because they read and signed a policy. Model respect through language, actions and daily interactions. Every time a person is treated dismissively, is made to feel invisible, is made to feel like an object, is not allowed to have a voice, is not paid equally [or] given opportunities equally, [then] the workplace loses, and every employee loses—and a foundation is laid that is ripe for sexual harassment and, worse, for disrespect and disengagement.

### **Specific Objectives:**

- Consider the laws that prohibit harassment in the workplace.
- Understand what is and isn't harassment and how to recognize, prevent and respond to it.
- Learn when an employer and you, personally, may be liable.
- Learn about the negative effect's harassment can have on everyone in an organization.
- Understand the responsibilities of employers and employees in maintaining an environment free of harassment

### **TOPICS:**

**Respect in the Workplace**

**Cost of Harassment**

**What is Unlawful Harassment**

**Protected Category Review**

**Recent EEOC Claims in Utah**

**Specific Forms of Harassment**

**Who Can Commit Harassment?**

**Who Can Experience Harassment?**

**Recognizing What Is and What Is Not Sexual Harassment**

**Liability for Sexual Harassment**

**What Defenses Does the Employer Have?**

**How to Respond to a Complaint**

**Your Obligations as a Leader/Owner/Manager**

**Conclusion**