

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