

Harassment – The Destructive Workplace Issue

Program Overview

Harassment, in any form, represents one of the most destructive workplace issues faced by organizations today. In recent years there has been increasing media attention paid to the effects of harassment. Harassment claims result in damaged employee relations, decreased productivity, costly litigation and more.

Many courts have specifically listed the absence of management and employee training as a factor in ruling against employers in harassment cases. In fact, in the state of Pennsylvania, supervisors and managers are held liable if they aid or abet in an act of discrimination or harassment. This program is designed to help you and your company prevent costly harassment incidents and increase the chances for mitigating liability in case of any future legal claims that may come forth.

We are experts in how adults learn. In addition to traditional classroom teaching methods, our program is highly interactive. It includes videos to reinforce the classroom materials plus experiential learning exercises and discussions.

Program Length

3 hours. Note: Supervisory and Management add 1 hour (see section 6)

Program Objectives

This program will help you better understand what the legal definition of harassment is. You will learn that harassment comes in many forms. If you are a victim of harassment, you will learn how to make your claim. If you are a manager, you will learn that you have a higher level of responsibility and liability and what you can do to contribute to a harassment free workplace. Managers will also learn how to handle claims properly.

Program Content

1. Introduction and Pre-training assessment
2. Definitions
3. Legal Provisions: Federal Title VII & Pennsylvania Human Relations Act
4. Appropriate and Inappropriate Behavior
5. Employee Roles, Responsibilities and Rights
- 6. Optional Supervisor Roles, Responsibilities and Rights**
7. Organizational Responsibilities
8. Case Studies
9. Where Do We Go From Here?
10. Participant post-test