

Harassment Avoidance & Retaliation Prevention

Course Code: PD206

In 90 minutes, your managers will be given insight and clarity into the ramifications of this behavioral problem, the different types of harassment – physical, visual, and verbal, and how to manage, minimize, and prevent it. It's important to know that a manager's inappropriate response, or lack of any response to a harassment complaint, can result in devastating liability for the employee and the company.

Learning Objectives

- Recognize the magnitude of the harassment problem
- Understand the serious nature of harassment for the employees and company
- Determine responsibility of the "harasser" and the "target"
- Identify organizational risk factors that can lead to harassment
- Knowing management's responsibilities in the event of harassment

Topics & Content

- Definitions of physical, visual and verbal harassment
- Gender, sexual, age, ethnic and other types of harassment
- Why some people are reluctant to report harassment
- Responsibilities of those who observe or to whom it is reported
- The two crucial factors in identifying abuse
- Organizational risk factors that increase likelihood of harassment
- Case studies of harassment problems and outcomes
- How to respond to a complaint, and how not to respond
- Preventing harassment in the workplace

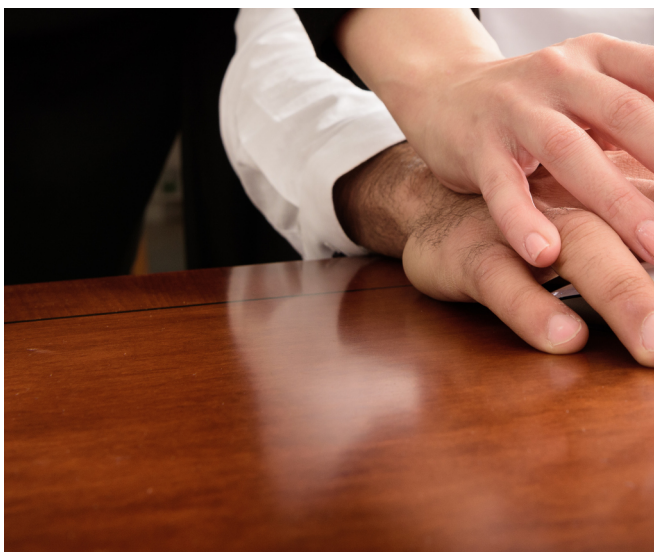
Course Information

Duration

90 minutes

Audience

Managers
Team Leaders
Supervisors
First line managers
Human Resources personnel
Everyone with managerial responsibility
Executives



"It's good I took this because I didn't realize my liabilities. "