

Fostering Respect in the Workplace: Awareness, Equity, and Inclusion

Creating a respectful, inclusive workplace is essential for employee well-being, team collaboration, and organizational success. This program empowers employees and managers to recognize the impact of their actions, understand the legal and ethical responsibilities of equitable treatment, and actively contribute to a culture of respect, professionalism, inclusivity, and emotional safety. Participants will explore the foundations of respectful behavior, the consequences of bias and stereotyping, and the legal frameworks that protect against discrimination and unequal treatment.

LEARNERS WILL:

- Define what constitutes a respectful workplace and why it matters
- Understand the legal implications of discrimination, harassment, and unequal treatment under federal and state laws (e.g., Title VII, ADA)
- Explore the concept of unconscious bias and how it influences decision-making, communication, and workplace dynamics
- Identify common stereotypes and microaggressions and their impact on individuals and teams
- Learn strategies to recognize and interrupt bias in themselves and others
- Examine the responsibilities of employees and managers in fostering equity and inclusion
- Understand the role of Human Resources and reporting mechanisms in addressing concerns

WHY THIS MATTERS:

A respectful workplace is not just a legal requirement; it can be a business advantage. Addressing unconscious bias and promoting equity helps organizations attract and retain diverse talent, reduce risk, and build a culture where everyone can thrive.

DELIVERY OPTIONS:

In-Person: 2 hours

Live-Online: 90 minutes, 2 hours

See also: Inclusion in the Workplace, Leading Across Generations; Preventing Workplace Harassment