

Preventing Workplace Harassment: Awareness, Action, and Accountability

Creating a respectful, inclusive, and harassment-free workplace requires more than compliance; it demands cultural change, proactive communication, and shared responsibility. This program equips participants with the knowledge, tools, and confidence to recognize, prevent, and respond to harassment in all its forms. Through a blend of lecture, group discussion, and interactive workshop activities, learners will explore the roots of workplace harassment, understand the legal and cultural landscape, and develop practical strategies to foster a safe and professional environment. This workshop can be customized to fit any organization's unique needs and meet any individual state compliance standards.

LEARNERS WILL:

- Identify behaviors that constitute harassment, discrimination, bullying, and abusive conduct and understand the role of intention, perception, and impact in workplace interactions
- Learn about federal, state, and local enforcement agencies and applicable laws
- Explore communication tactics that promote a respectful and inclusive workplace culture and practice bystander intervention techniques to safely and effectively address inappropriate behavior
- Understand protections against retaliation and the rights of those who report or witness harassment
- Examine corporate and managerial responsibilities, including individual liabilities
- Address specific organizational challenges (as directed) and develop tailored strategies for resolution

WHY THIS MATTERS:

Workplace harassment undermines trust, morale, and performance. Organizations that actively prevent and address harassment not only comply with legal standards but also build stronger, more resilient cultures.

DELIVERY OPTIONS:

In-Person: 2 hours

Live-Online: 90 minutes, 2 hours, 2.5 hours (state dependent)

See also: Inclusion in the Workplace; Fostering Respect in the Workplace; Leading Across Generations