

Workplace Harassment: Practices for Leading a Healthy Culture

Intended Audience	Mid-Level	Delivery Option	1-Day In-Person (Onsite and Seminar) 3-week Virtual Seminar
HR Competencies	<ul style="list-style-type: none">• Ethical Practice• Leadership & Navigation• HR Expertise	Recertification*	<ul style="list-style-type: none">• SHRM: 7.5 PDCs• HRCI: 7.5

Program Overview

At a time when harassment is taking center stage, it is imperative that HR professionals lead and foster a positive and healthy culture. How do we cultivate inclusive and respectful behavior? How do we define our corporate culture and what is acceptable? How do we demonstrate the credibility of our compliance processes and training?

Join HR leaders, like yourself, in this in-depth learning and discussion experience that stretches far beyond compliance. Learn to lead your organization toward a culture grounded in mutual respect. Discuss components of a comprehensive workplace harassment prevention program to foster a positive and respectful work environment to counter harassment and bullying incidents.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Lead workplace discussions around creating a positive, inclusive culture
- Discover what part culture plays in harassment, bullying, and retaliation in the workplace.
- Apply federal, state, and local laws that address harassment.
- Establish an investigation and appeal framework for harassment claims.
- Build an effective harassment training program for leadership, managers and employees.

This program includes the following modules:

- Module 1: Introduction

- **Module 2: Building Positive Culture to Establish Credibility**
 - Define your organizational culture
 - Determine how your professional brand encourages employee feedback when it comes to harassment in the workplace
 - Create a strategy that builds a respectful work environment
 - Establish stay/climate interviews to gauge employee engagement
 - Identify and incorporate organizational culture metrics to receive leadership buy-in
- **Module 3: Harassment**
 - Differentiating between harassment, bullying, and being a jerk in the workplace
 - Recognize when harassment becomes unlawful
- **Module 4: Sexual Harassment**
 - Recall EEOC standard for harassment
 - Identify behaviors which may warrant investigation
- **Module 5: Prevention and Policy**
 - Determine preemptive actions to create a harassment-free workplace
 - Establish a compliance process for the organization and employees
 - Recognize the importance of a workplace relationship policy
 - Apply best practices when setting up a policy for social media use
- **Module 6: Investigation and Appeal Process**
 - Recognize and establish an investigation framework
 - Identify and establish an appeals process framework following an investigation
- **Module 7: Learning and Development**
 - Compliance training
 - Management training
 - Employee training
 - Latest trends for harassment training
 - Delivery Methods
- **Module 8: Conclusion**