

## Sexual Harassment in the Workplace...Identify. Stop. Prevent. II

*Can your employees recognize even the mildest forms of sexual harassment?*

**For your business Issues on:** Discrimination, EEOC, Harassment, Legal Issues, and Sexual Harassment

### **How -To Training Points:**

- How to define sexual harassment
- How to identify each type of harassment
- How to prevent harassment from happening
- How to stop sexual harassment if it does occur
- How to follow your organizations procedures for reporting a sexual harassment complaint
- How to understand the 1998 U.S. Supreme Court rulings on sexual harassment and how they affect you and your organization

Everyone loses when sexual harassment occurs. It lowers morale, affects productivity and can result in costly, time-consuming lawsuits. But the key is to eliminate sexual harassment begins with employee education and training. Every employee in your organization from entry-level worker to the highest ranking manager-must be able to identify sexual harassment and know how to take proactive steps to stop it.

***Sexual Harassment in the Workplace...Identify.Stop.Prevent.II*** will leave no question in the minds of your employees about what constitutes sexual harassment, and how to prevent it. This best-selling video on awareness and prevention, now updated to include the most recent guidelines and court rulings, provides dramatic vignettes illustrating key training points, reinforced with important definitions and explanations provided by an expert in the field of sexual harassment.

### **Video Synopsis**

Some of the scenes in ***Identify. Stop. Prevent. II*** include examples of *quid pro quo* and *hostile work environment* sexual harassment, unwanted sexual advance, subtle innuendoes and remarks, unwanted physical contact, a harassee confronting a harasser, same-sex harassment, harassing behavior from a third-party outside of the organization, and a harassee reporting harassing behavior.

By viewing examples of harassing behavior and having its effects and ramifications explained to them in no uncertain terms, employees will come to understand that it is everyone's responsibility to keep the workplace free of sexual harassment.

***Identify. Stop. Prevent. II*** also traces the history and development of sexual harassment law from the EOCC's 1980 guidelines stating that sexual harassment is an unfair and unlawful employment practice, through the U.S. Supreme Court's 1986 ruling affirming the EOCC guidelines, up to and including the high court's 1998 rulings when it declared same-sex harassment illegal and imposed "automatic liability on employers who allow supervisors to engage on harassing behavior that causes a tangible, adverse employment action against the employee".

Viewers will also learn about tangible vs. intangible harm; welcomed vs. unwelcomed conduct; occasional teasing and simple rudeness vs. sexual harassment; sexual discrimination; the "reasonable person" definition; how to let others know that their words and behaviors are unwanted and unwelcomed; and how to meet their obligation to follow your organization's procedures for reporting a sexual harassment complaint.

### **Video length:**

24 Minutes

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**How to use the support materials in this training course:**

This program can be used in a Facilitator-Led training session or as a Self-Study course.

**The Facilitator-Led training session** is designed for a 1½-hour or a 3-hour focused training agenda. The Training Leader's Guide offers step-by-step assistance with sample agendas for conducting the course and exercises that practice identifying sexual harassment in specific situations, discussing different forms of sexual discrimination, saying "no" to inappropriate workplace actions and viewing workplace behavior from a third party's viewpoint.

**The self-study program** allows employees to take responsibility for their own learning. Employees should view the video and then complete the exercises, action plans, and post-training assessments provided in the Self-Study Workbooks are available in packages of 10.

**Facilitator package includes:**

- Video
- Training Leader's Guide
- How-To Book *Stopping Sexual Harassment Before It Starts, 2<sup>nd</sup> Edition*.
- Desk Reference Guide

**Self-Study Package Includes:**

- Video
- 10 Self-Study Workbooks



Closed-captioned for people who are hearing impaired.

**Pricing Information:**

5 Day rental: \$295

Purchase: \$845

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