

Harassment & Bullying

Get ready for new duty to prevent sexual harassment. Organisations need to be ready to protect their people from sexual harassment under a new statutory obligation.

The webinar focuses on educating your people on what sexual harassment is and the impact it has on individuals. ‘Harassment’ covers unwanted conduct related to a protected characteristic which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Sexual harassment is unwanted conduct of a sexual nature that has that effect.

This training will aid your peoples understanding of harassment and bullying and explain how they play a role in preventing and/or addressing this type of conduct. It also needs to be well promoted on how individuals can raise complaints and how this will work within the organisation.

<p>Course Outline</p>
<p>Dismantling bias</p> <ul style="list-style-type: none"> • Conscious / Unconscious bias • How to challenge your own bias • Microaggressions
<p>Bullying & Harassment</p> <ul style="list-style-type: none"> • What is bullying / harassment • Who can be a victim
<p>Sexual Harassment & Prevention</p> <ul style="list-style-type: none"> • What is sexual harassment • Who can be a victim • Inappropriate behaviour • Stigma and overcoming this
<p>Intervention & Allyship</p> <ul style="list-style-type: none"> • Challenging inappropriate behaviour • Reporting inappropriate behaviour • How to intervene if you are a witness to any of the above and how to support each other • Respecting each other
<p>Legal Context & Consequences</p> <ul style="list-style-type: none"> • Duty of care • Equality Act 2010 • Any internal policies/procedures to be included here

<p>Summary</p> <ul style="list-style-type: none">• Overview of EAP and support available through Health Assured.• Additional support networks and signposting / whistleblowing procedures• Any internal signposting/ whistleblowing to be included here from client

Our workshops are ideally suited to groups of a minimum of 12, maximum of 20 participants.

Please note that timings are rough indicators depending on the discussion and engagement levels with workshop participants.

Disclaimer – For webinar deliveries, this is reduced to 60 minutes with the removal of group activity and discussion as they are informational only