

EXTERNAL USE ONLY

Harassment and Bullying

Topics Covered	Duration
Introduction	
Aims & Objectives: <ul style="list-style-type: none"> Understand bias and how to dismantle it Recognise harassment, bullying, and sexual harassment Learn how to be an ally and challenge inappropriate behaviour 	5 minutes
Section 1: Understanding Bias	
What is Bias? <ul style="list-style-type: none"> Understanding bias and automatic judgements Recognising microaggressions and unconscious bias 	10 minutes
Dismantling Bias <ul style="list-style-type: none"> Challenging your own unconscious bias Responding to bias from others 	10 minutes
Workshop Activity: Group Discussion	10 minutes
Section 2: Bullying and Harassment at Work	
What is Bullying? <ul style="list-style-type: none"> Bullying in the workplace 	5 minutes
What is Harassment? <ul style="list-style-type: none"> Understanding harassment Protected characteristics and the Equality Act 2010 	10 minutes
Sexual Harassment <ul style="list-style-type: none"> Understanding sexual harassment 	10 minutes
Workshop Activity: Case Studies	15 minutes
Section 3: Intervention and Allyship	
Fostering a Safe Workplace Culture <ul style="list-style-type: none"> Intervening and reporting incidents Reporting sexual harassment 	10 minutes

<ul style="list-style-type: none"> Fostering respect between colleagues 	
Section 4: What support is available?	
<ul style="list-style-type: none"> Our EAP Wisdom Wellbeing App 	5 minutes
Any Questions?	
Total Running Time	Approx. 90 minutes

Timings are rough indicators depending on the discussion and engagement levels with workshop participants.

Please note: For webinar delivery, the duration is reduced to 60 minutes and activities are not included.