



August 2018

DID YOU KNOW??

Sexual Harassment Training

As a result of the #MeToo movement, more states and cities are mandating sexual-harassment training for all workers. But even where training isn't required, employers should consider the benefits of creating a program for your company, the goal should be to ensure a safe, healthy and productive workplace. Here are some tips to help you get started:

1. Insure that your training aligns with your organization's mission and values and is consistent with your policies and practices.



2. Give examples of behaviors that might not be unlawful but are unacceptable at work. Describe that behavior and let employees know the consequences for exhibiting it.

3. Provide examples of more-nuanced situations that employees are more likely to encounter in the workplace. What if employees overshare details about their dating lives? What if someone stands uncomfortably close or makes inappropriate jokes?

4. When developing a training program, determine the lessons you want employees to learn? Encourage workers to identify and report less severe issues so that HR can intervene early and deal with problems before they get out of hand or rise to the level of unlawful harassment. Design a program that addresses the root causes of harassment and other problems in a way that makes sense for your workplace.



5. Consider having an experienced expert help design the program... a lawyer or other professional with knowledge of anti-harassment laws, and the sociological and psychological factors that motivate behavior.

6. Training should be engaging, relevant, practical and interactive. Live training can have some great benefits, but it's not feasible for all businesses. Whether the training is online or in person, pay attention to employee responses.

Excerpts from SHRM

Look for our sexual harassment seminar in the fall.