

a harassment prevention training program should include

A Harassment Prevention Training Program Should Include: A Comprehensive Analysis

Author: Dr. Eleanor Vance, PhD, Professor of Organizational Behavior and Human Resources, University of California, Berkeley. Dr. Vance has over 20 years of experience researching and implementing workplace harassment prevention programs, publishing extensively on the subject and advising numerous Fortune 500 companies.

Keywords: harassment prevention training, workplace harassment, sexual harassment, bullying, discrimination, inclusive workplace, training program, effective training, legal compliance, prevention strategies, bystander intervention.

Publisher: The Society for Human Resource Management (SHRM). SHRM is the world's largest HR professional society, providing resources, research, and advocacy related to human resource management best practices, including comprehensive guidance on workplace harassment prevention. Their authority stems from their vast network of HR professionals, extensive research, and commitment to promoting ethical and inclusive workplaces.

Editor: Mr. David Miller, SHRM-SCP, SPHR. Mr. Miller is a certified Senior Professional in Human Resources (SPHR) and a Senior Certified Professional (SHRM-SCP) with over 30 years of experience in HR management, specializing in employee relations and compliance. His expertise ensures the accuracy and practical applicability of the information presented.

1. Introduction: The Evolving Landscape of Harassment Prevention Training

The need for effective harassment prevention training programs has never been more critical. While the concept of workplace harassment has existed for decades, societal shifts and increased awareness have brought about a greater understanding of its pervasive nature and devastating impact. A harassment prevention training program should include a robust understanding of this evolving landscape. This article will delve into the historical context of harassment prevention training, examine its current relevance, and detail the key components a comprehensive program should include.

2. Historical Context: From Compliance to Culture Change

Early harassment prevention training often focused solely on legal compliance. The aim was to minimize liability for organizations, rather than fostering a truly inclusive and respectful workplace culture. This approach often resulted in ineffective, tick-box exercises that failed to change behaviors or attitudes. However, a harassment prevention training program should include a significant shift from this purely compliance-based approach. The landmark legal cases and legislation of the past few decades, including Title VII of the Civil Rights Act of 1964 and subsequent amendments, have significantly shaped the landscape. These legal frameworks not only defined prohibited forms of harassment but also placed the onus on employers to prevent and address such behavior. A harassment prevention training program should include a thorough understanding of these legal obligations.

3. Current Relevance: Beyond Legal Compliance

Today's understanding of harassment encompasses a broader spectrum of behaviors, including subtle forms of microaggressions, bullying, and cyberbullying. A harassment prevention training program should include detailed discussions on these nuances, moving beyond the traditional focus on overt acts of sexual harassment. The current focus is on creating a positive and inclusive work environment where all employees feel safe, respected, and valued. This requires a holistic approach that goes beyond simple compliance training. A successful program must address underlying power dynamics, unconscious biases, and the normalization of harmful behaviors. A harassment prevention training program should include strategies for identifying and mitigating these factors.

4. Key Components of an Effective Harassment Prevention Training Program

A truly effective harassment prevention training program should include several key elements:

Defining Harassment: The program must clearly define what constitutes harassment, including sexual harassment, racial discrimination, bullying, and other forms of inappropriate behavior. This definition should encompass both overt and subtle forms of harassment. A harassment prevention training program should include real-life examples and case studies to illustrate these concepts.

Understanding the Law: Training should clearly outline the legal obligations of both employers and employees concerning harassment. A harassment prevention training program should include a discussion of relevant legislation and case law, highlighting potential consequences of violating

these laws.

Bystander Intervention Training: Equipping employees with the skills and confidence to intervene when they witness harassment is crucial. A harassment prevention training program should include practical strategies for safely and effectively intervening in harassing situations.

Reporting Mechanisms: Employees must understand the organization's reporting mechanisms and feel confident in using them without fear of retaliation. A harassment prevention training program should include clear and accessible information about reporting procedures, ensuring confidentiality and protecting whistleblowers.

Interactive Exercises and Scenarios: Passive lectures are ineffective. A harassment prevention training program should include interactive exercises, role-playing, and case studies to engage participants and promote critical thinking.

Regular Updates and Refreshers: The legal landscape and societal norms surrounding harassment are constantly evolving. A harassment prevention training program should include regular updates and refresher courses to ensure that the information remains current and relevant.

Inclusive Language and Diverse Perspectives: The training should be designed to be inclusive and accessible to all employees, regardless of their background or identity. A harassment prevention training program should include diverse perspectives and examples to ensure relevance and understanding for everyone.

5. Measuring Effectiveness: Beyond Attendance

The effectiveness of a harassment prevention training program should not be measured solely by attendance. It's crucial to assess changes in employee behavior, attitudes, and reporting rates. Regular surveys, feedback mechanisms, and tracking of reported incidents can provide valuable data on the program's impact. A harassment prevention training program should include built-in mechanisms for ongoing evaluation and improvement.

6. Conclusion

Creating a truly harassment-free workplace requires a comprehensive and ongoing commitment. A harassment prevention training program should include far more than a simple legal compliance exercise. It needs to be a dynamic, interactive, and evolving program that fosters a culture of respect, inclusivity, and accountability. By incorporating the key components outlined above, organizations can significantly reduce the incidence of harassment and create a workplace where all employees feel safe, valued, and empowered.

FAQs

1. Q: How often should harassment prevention training be conducted? A: Ideally, training should be provided annually, with more frequent refreshers as needed, particularly if there are significant changes in legislation or company policy.

1. Q: Who should be included in the harassment prevention training? A: All employees, regardless of their position or level, should participate in the training.

1. Q: What if an employee refuses to participate in the training? A: Refusal to participate in mandatory training can have disciplinary consequences, depending on company policy. However, the company should first attempt to understand the reason for the refusal.

1. Q: How can we ensure the training is engaging and effective? A: Utilize interactive methods, case studies, real-life examples, and role-playing exercises. Make the content relevant to the specific workplace culture.

1. Q: How can we protect the confidentiality of those who report harassment? A: Establish clear confidentiality policies, train investigators on handling sensitive information, and ensure that reporting processes are secure and anonymous where appropriate.

1. Q: What should be done if harassment is reported? A: Establish a clear and prompt investigation process, and take appropriate action against any offenders. Support the victim throughout the process.

1. Q: How can we measure the effectiveness of our training program? A: Regularly survey employees, track reported incidents, and review feedback to assess the impact of the training.

1. Q: How can we create a culture of respect? A: Lead by example, actively promote inclusivity, and consistently reinforce anti-harassment policies.
1. Q: What is the role of management in preventing harassment? A: Managers should be actively involved in creating a respectful workplace, providing training to their teams, and promptly investigating and addressing any reported incidents.

Related Articles:

1. "Building a Culture of Respect: A Practical Guide for Employers": This article provides practical steps for creating a workplace where respect is valued and harassment is prevented.
1. "Bystander Intervention Training: Empowering Employees to Take Action": This piece focuses specifically on the importance of bystander intervention and provides practical techniques for intervening safely and effectively.
1. "The Legal Landscape of Workplace Harassment: A Comprehensive Overview": This article provides an in-depth look at the legal frameworks surrounding workplace harassment, highlighting key legislation and case law.
1. "Investigating Workplace Harassment Claims: Best Practices and Guidelines": This article outlines the best practices for conducting thorough and impartial investigations into harassment claims.
1. "Creating Inclusive Workplaces: Strategies for Promoting Diversity and Equity": This explores the link between inclusive workplaces and the prevention of harassment, emphasizing the importance of creating a culture of belonging.

1. "Microaggressions in the Workplace: Identifying and Addressing Subtle Forms of Harassment": This article focuses on the impact of subtle forms of harassment and provides strategies for identifying and addressing them.
1. "Cyberbullying in the Workplace: Prevention and Response Strategies": This article focuses on the unique challenges of cyberbullying and offers strategies for prevention and response.
1. "The Role of Leadership in Preventing Workplace Harassment": This article examines the critical role of leaders in creating a culture of respect and accountability.
1. "Measuring the Effectiveness of Harassment Prevention Training: Key Metrics and Best Practices": This article explores various methods for measuring the effectiveness of harassment prevention training and identifying areas for improvement.

a harassment prevention training program should include: *Case Dismissed* Carol M. Merchasin, Mindy H. Chapman, Jeff Polisky, 2005 Showing readers how to deliver harassment training in ways that are legally sound, fun and interactive, this updated edition takes readers through the nuts and bolts of harassment training and the decisions that need to be made behind the scenes. This book also includes the latest information on state training requirements.

a harassment prevention training program should include: **Guidelines for Preventing Workplace Violence for Health-care and Social-service Workers** , 2003

a harassment prevention training program should include: **Play Nice** Brigitte Gawenda Kimichik, JR Tomlinson, 2019-05-14 An accessible guide to understanding what qualifies as sexual harassment and how to combat it, using the simple rules children learn on the playground. One of today's most hotly discussed topics is sexual harassment in the workplace: what it looks like, how to prevent it, and what to do about it. So many people don't realize that they have been victims of sexual harassment or that they have a right to speak up and demand different treatment. Many don't realize that they are committing it, thanks certain behaviors being dismissed, forgiven, or ignored for many years when they should have been corrected long ago. In the heat of today's #MeToo movement, Brigitte Gawenda Kimichik, JD, and J.R Tomlinson take things back to basics by applying the rules we all learned on the playground to the modern-day workplace, thus making clear to everyone what is and what isn't OK. *Play Nice: Playground Rules for Respect in the Workplace* is an indispensable resource—both for empowering those who wish to reassert their boundaries and for

teaching allies how to help in this fight. Praise for Play Nice “Chock full of smart, strategic advice to help anyone suffering from toxic behavior in the workplace. When you finish this book, you will realize that equal rights for women is not some far-off ideal but a reality that that soon can be achieved.” —Skip Hollandsworth, Executive Editor, Texas Monthly “For real change to occur, it is imperative that we all start holding ourselves responsible for ensuring everyone is treated respectfully. Play Nice is a giant step in the right direction. This book should be mandatory reading for all organizations and parents.” —Vanessa Fox Corp. VP, Chief Development Officer, Jack in the Box “This is a must-read for any human resources executive, any woman embarking on her professional career, and any bystander (male or female) who is not sure what to do when faced with bad behavior.” —Joel L. Ross, former General Counsel of Trammell Crow Company and retired partner of Vinson & Elkins LLP

a harassment prevention training program should include: Sexual Harassment of Women National Academies of Sciences, Engineering, and Medicine, Policy and Global Affairs, Committee on Women in Science, Engineering, and Medicine, Committee on the Impacts of Sexual Harassment in Academia, 2018-09-01 Over the last few decades, research, activity, and funding has been devoted to improving the recruitment, retention, and advancement of women in the fields of science, engineering, and medicine. In recent years the diversity of those participating in these fields, particularly the participation of women, has improved and there are significantly more women entering careers and studying science, engineering, and medicine than ever before. However, as women increasingly enter these fields they face biases and barriers and it is not surprising that sexual harassment is one of these barriers. Over thirty years the incidence of sexual harassment in different industries has held steady, yet now more women are in the workforce and in academia, and in the fields of science, engineering, and medicine (as students and faculty) and so more women are experiencing sexual harassment as they work and learn. Over the last several years, revelations of the sexual harassment experienced by women in the workplace and in academic settings have raised urgent questions about the specific impact of this discriminatory behavior on women and the extent to which it is limiting their careers. Sexual Harassment of Women explores the influence of sexual harassment in academia on the career advancement of women in the scientific, technical, and medical workforce. This report reviews the research on the extent to which women in the fields of science, engineering, and medicine are victimized by sexual harassment and examines the existing information on the extent to which sexual harassment in academia negatively impacts the recruitment, retention, and advancement of women pursuing scientific, engineering, technical, and medical careers. It also identifies and analyzes the policies, strategies and practices that have been the most successful in preventing and addressing sexual harassment in these settings.

a harassment prevention training program should include: Measures of Performance and Effectiveness for the Marine Corps' Sexual Assault Prevention Programs Coleen Farris, Barbara Bicksler, 2019-08-30 To assist the U.S. Marine Corps in evaluating its sexual assault prevention programs, the authors of this report identify and develop measures of performance and measures of effectiveness with which to assess the programs. The research team created a logic model framework to guide evaluations and mapped program goals to measures that assess the degree to which each outcome has been achieved.

a harassment prevention training program should include: Sexual Harassment , 1988

a harassment prevention training program should include: Workplace Violence Christina M. Holbrook, David E. Bixler, Eugene A. Rugala, Carri Casteel, 2018-07-03 Workplace Violence: Issues in Threat Management defines what workplace violence is, delves into the myths and realities surrounding the topic and provides readers with the latest statistics, thinking, and strategies in the prevention of workplace violence. The authors, who themselves have implemented successful workplace violence protection programs, guide novice and experienced practitioners alike in the development of their own programs.

a harassment prevention training program should include: Preventing Sexual Harassment in the Workplace United States. Federal Aviation Administration, 1997

a harassment prevention training program should include: Applied Human Resource Management Kenneth M. York, 2009-02-10 Covers critical issues in the effective management of human resources, which can be used for class discussions, or be given as homework problems, or used as essay questions on tests.

a harassment prevention training program should include: Celebrate What's Right with the World [DVD] Dewitt Jones, 2001

a harassment prevention training program should include: Mandated Benefits 2024 Compliance Guide Wagner,

a harassment prevention training program should include: The Fulfilling Workplace Prof Sir Cary L Cooper CBE, Professor Ronald J Burke, 2013-04-28 It is very easy for organizations to ignore or overlook the impact of social and commercial change-of increased pressure to deliver profit (above all else) and of transformation in the ways in which we are now working-on the mental health and, consequently, the performance of their employees. And yet there is plenty of evidence that in many workplaces, performance is down, stress is up and professional employees are struggling to balance their home and work lives. This collection, while looking at individuals, places the spotlight on organizational initiatives to support the development of attitudes, values, character and behaviors in employees. The aim of these initiatives is to increase our resilience to those experiences and events which impact on performance. There is a particular focus on managerial and professional jobs where employee discretion and commitment are critical. The Fulfilling Workplace extends the themes developed in early titles in the Psychological and Behavioral Aspects of Risk Series deeper into organizations; to explore the organization's role in coming to grips both with human frailties and toxic workplaces-both destructive to individual and organizational health.

a harassment prevention training program should include: Mandated Benefits 2017 Compliance Guide The Balser Group, 2016-12-21 Mandated Benefits 2017 Compliance Guide is a comprehensive and practical reference manual covering key federal regulatory issues that must be addressed by human resources managers, benefits specialists, and company executives in all industries. This comprehensive and practical guide clearly and concisely describes the essential requirements and administrative processes necessary to comply with all benefits-related regulations. It covers key federal regulatory issues that must be addressed by human resources managers, benefits specialists, and company executives across all industries. Mandated Benefits 2017 Compliance Guide includes in-depth coverage of these and other major federal regulations: PPACA: Patient Protection and Affordable Care Act HIPAA: Health Insurance Portability and Accountability Act Wellness Programs: ADA and GINA regulations FLSA: final rule on white collar exemptions Mental Health Parity Act Executive Order 13706: Paid Sick Leave for Federal Contractors AAPs: proposed and final rules Pay Transparency Act Mandated Benefits 2017 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation. It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems. Throughout the Guide are numerous exhibits, useful checklists and forms, and do's and don'ts. A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company's level of regulatory compliance. In addition, Mandated Benefits 2017 Compliance Guide provides the latest information on: Retirement Savings Plans and Pensions Pay Practices and Administration Life and Disability Insurance Family and Medical Leave Workplace Health and Safety Substance Abuse in the Workplace Recordkeeping Work/Life Balance Managing the Welfare Benefits Package And much more!

a harassment prevention training program should include: Mandated Benefits Balser Group, 2013-12-17 Mandated Benefits 2014 Compliance Guide is a comprehensive and practical reference manual covering key federal regulatory issues that must be addressed by human resources managers, benefits specialists, and company executives in all industries. Mandated Benefits 2014 Compliance Guide includes in-depth coverage of these and other major federal

regulations: Patient Protection and Affordable Care Act (PPACA) Health Information Technology for Economic and Clinical Health (HITECH) Act Mental Health Parity and Addiction Equity Act (MHPAEA) Genetic Information Nondiscrimination Act (GINA) Americans with Disabilities Act (ADA) Employee Retirement Income Security Act (ERISA) Health Insurance Portability and Accountability Act (HIPAA) Heroes Earnings Assistance and Relief Tax Act (HEART Act) Consolidated Omnibus Budget Reconciliation Act (COBRA) Mandated Benefits 2014 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation. It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems. Throughout the Guide are numerous exhibits, useful checklists and forms, and do's and don'ts. A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company's level of regulatory compliance. The Mandated Benefits 2014 Compliance Guide has been updated to include: Updated best practices for organizing the human resources department Information on Federal Insurance Contributions Act (FICA) and severance pay New regulations and guidelines for health care reform as mandated by the Patient Protection and Affordable Care Act (PPACA) New information on de-identified protected health information (PHI) and the effect of the omnibus final rules on business associates and notification requirements in case of a breach of PHI Information on the revised model election notice as required under PPACA A completely revised section on the final rules implementing HIPAA's nondiscrimination requirements for wellness programs and updated information on providing employee benefits to legally married same-sex couples based on the Supreme Court's decision in *United States v. Windsor* A new section on the ADA's direct threat provisions Updated information on caregiver leave under military family leave and survey data regarding the FMLA's impact Updated information on completing the newest Form I-9 and the E-Verify system The OFCCP's final rules for developing and implementing AAPs for veterans and individuals with disabilities and new policy directive for compensation compliance evaluations A new section on bring your own device to work and its impact on employee privacy Information on the final rule revising the hazard communication standard, and the requirements for safety data sheets, which will replace material safety data sheets New information on medical marijuana in the workplace

a harassment prevention training program should include: Mandated Benefits 2020 Compliance Guide Brustowicz, Delano, Gabor, Salkin, Wagner and Watson, 2019-12-23 Mandated Benefits 2020 Compliance Guide is a comprehensive and practical reference manual that covers key federal regulatory issues which must be addressed by human resources managers, benefits specialists, and company executives in all industries. This comprehensive and practical guide clearly and concisely describes the essential requirements and administrative processes necessary to comply with employment and benefits-related regulations. Mandated Benefits 2020 Compliance Guide includes in-depth coverage of these and other major federal regulations and developments: HIPAA: Health Insurance Portability and Accountability Act Wellness Programs: ADA and GINA regulations Mental Health Parity Act, as amended by the 21st Century Cures Act Reporting Requirements with the Equal Employment Opportunity Commission AAPs: final rules Pay Transparency Act Mandated Benefits 2020 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation. It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems. Throughout the Guide are numerous exhibits, useful checklists and forms, and do's and don'ts. A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company's level of regulatory compliance. In addition, Mandated Benefits 2020 Compliance Guide provides the latest information on: Family and Medical Leave Substance Abuse in the Workplace Workplace Health and Safety Recordkeeping and Documentation Integrating ADA, FMLA, Workers' Compensation, and Related

Requirements Significant Developments at the EEOC Affirmative Action Plans Retirement Savings Plans and Pensions Pay Practices and Administration Health, Life, and Disability Insurance Managing the Welfare Benefits Package Human Resources Risk Management And much more! Previous Edition: Mandated Benefits 2019 Compliance Guide, ISBN 9781543800449

a harassment prevention training program should include: *Federal Motor Carrier Safety Regulations Pocketbook (7orsa)* J J Keller, 2010-04-01

a harassment prevention training program should include: The Essential Guide to Handling Workplace Harassment & Discrimination Deborah C. England, 2024-09-01 Don't let harassment and discrimination claims disrupt your workplace Discrimination and harassment can poison the work environment, undermine employee morale, and lead to costly investigations and lawsuits. It's critical to take steps to prevent harassment and discrimination, as well as to appropriately respond when incidents do happen. Protect your company and employees from harassment and discrimination claims using the information and strategies in this updated edition. You'll learn how to: develop policies prohibiting harassment and discrimination train employees and supervisors handle employee complaints and investigate claims thoroughly document your company's response take action against wrongdoers prevent illegal retaliation, and respond to agency complaints, investigations, and lawsuits. The legal principles, strategies, and tactics discussed in this book apply to remote workers and on-site staff.

a harassment prevention training program should include: *Striving for Excellence* , 2000 Each vol. a compilation of ERIC digests.

a harassment prevention training program should include: Responding to Intimate Partner Violence and Sexual Violence Against Women World Health Organization, 2013 A health-care provider is likely to be the first professional contact for survivors of intimate partner violence or sexual assault. Evidence suggests that women who have been subjected to violence seek health care more often than non-abused women, even if they do not disclose the associated violence. They also identify health-care providers as the professionals they would most trust with disclosure of abuse. These guidelines are an unprecedented effort to equip healthcare providers with evidence-based guidance as to how to respond to intimate partner violence and sexual violence against women. They also provide advice for policy makers, encouraging better coordination and funding of services, and greater attention to responding to sexual violence and partner violence within training programmes for health care providers. The guidelines are based on systematic reviews of the evidence, and cover: 1. identification and clinical care for intimate partner violence 2. clinical care for sexual assault 3. training relating to intimate partner violence and sexual assault against women 4. policy and programmatic approaches to delivering services 5. mandatory reporting of intimate partner violence. The guidelines aim to raise awareness of violence against women among health-care providers and policy-makers, so that they better understand the need for an appropriate health-sector response. They provide standards that can form the basis for national guidelines, and for integrating these issues into health-care provider education.

a harassment prevention training program should include: *I've Got Your Back* Jorge Arteaga, Emily May, 2022-05-10 Right to Be's accessible and engaging step-by-step instructional guide to safe and effective bystander intervention Bystander intervention is simply overcoming that "freeze" instinct when you witness harassment and getting back to the very human desire to take care of one another. It's not about being the hero, strapping on spandex, and saving the day. And it certainly isn't about sacrificing your own safety. From the nonprofit organization Right to Be (formerly Hollaback!), I've Got Your Back teaches readers the ins and outs of bystander intervention using Right to Be's methodology: the 5D's of bystander intervention—distract, delegate, document, delay, and direct. Each chapter of the book dives deeply into what these D's can look like in practice, whether you are in public, online, or at work. The rise in interest in bystander intervention comes at a moment when trust in the institutions historically responsible for keeping us safe is crumbling. However, as trust in our systems falters, trust in our own agency and our own ability to create change is rising. Perhaps for the first time we see that our actions matter. Or, at a minimum, we

know our actions are the only thing we can truly control. We all have a role to play when it comes to ending hate and harassment in our communities. If you're new to these efforts, I've Got Your Back will give you the skills to get started. And if you've been doing this work for years, this book will provide you with the language to mentor others just beginning their journey.

a harassment prevention training program should include: *Understanding Workplace Bullying* Devi Akella, 2020-08-05 This book examines the ethical and legal aspects of workplace bullying from a global perspective. Through an in-depth exploration of this psychologically destructive managerial technique, it identifies workplace bullying as a highly potent tool in the short term to increase employee performance. By deconstructing and exposing the dark side of workplace bullying, not as a psychological harmful component, not as a health-related stress issue, but instead as a management tool to exercise totalizing control over the employee, this book explores the ethical modalities which managers tend to cross on a daily basis to get things accomplished within an organization. This book offers researchers a thorough examination of management responsibilities and the power of enforcement strategies used by managers.

a harassment prevention training program should include: *Sexual Harassment in the Federal Government* United States. Merit Systems Protection Board, 1988

a harassment prevention training program should include: *Policy Guidance On Current Issues Of Sexual Harassment, Notice, March 19, 1990* , 1998

a harassment prevention training program should include: *New Employee Orientation Training* Karen Lawson, 2015-11-20 A well-planned, comprehensive orientation program benefits both organizations and employees. Investing in new employees pays big dividends in performance, retention, and engagement. But does your training program cover the essentials of making new hires feel informed, prepared, and supported? Organization development authority and prominent trainer Karen Lawson has created comprehensive new employee orientation workshops to ensure organizational onboarding is done right for the benefit of all employees, regardless of job level or function. Her two-day, one-day, and half-day agendas include the resources trainers need to deliver practical, interactive sessions. Your workshop will help ensure that new employees integrate smoothly and effectively into their organization and its mission. You'll also find tools and checklists developed specifically for busy supervisors and managers who conduct orientation in their departments. Free tools and customization options The free, ready-to-use workshop materials (PDF) that accompany this book include downloadable presentation materials, agendas, handouts, assessments, and tools. All workshop program materials, including MS Office PowerPoint presentations and MS Word handouts, may be customized for an additional licensing fee. Browse the licensing options in the Custom Material License pricing menu. Download a New Employee Orientation Checklist, which has been adapted from the book, and preview a sample activity (PDF).

a harassment prevention training program should include: **Safe Dates** Vangie Foshee, Stacey Ann Langwick, 2010 According to the Centers for Disease Control and Prevention, every year, 1 in 4 adolescents experience verbal, physical, emotional, or sexual abuse from a dating partner. This evidence-based program helps teens recognize the difference between caring, supportive relationships and controlling, manipulative, or abusive relationships. It is during the critical pre-teen and teen years that young people begin to learn the skills needed to create and foster positive relationships.

a harassment prevention training program should include: **AR 600-20 11/06/2014 ARMY COMMAND POLICY , Survival Ebooks** Us Department Of Defense, www.survivalebooks.com, Department of Defense, Delene Kvasnicka, United States Government US Army, United States Army, Department of the Army, U. S. Army, Army, DOD, The United States Army, AR 600-20 11/06/2014 ARMY COMMAND POLICY , Survival Ebooks

a harassment prevention training program should include: **The Face of Discrimination** Vincent J. Roscigno, 2007 The Face of Discrimination documents the extent, character, and implications of race and sex discrimination at work and in housing, drawing from a rich body archived discrimination suits themselves. It moves beyond traditional social science research on the

topic and grounds the reader in the reality of discrimination as it is played out in the actual jobs, neighborhoods, and lives of real people.

a harassment prevention training program should include: *HR How -To* Marjorie A. Johnson, CCH Incorporated, 2005-03-31

a harassment prevention training program should include: Workplace Violence Donna McEntee, 2014-09-30 Violence in the workplace is becoming increasingly common, with often fatal consequences. Because violent attacks can happen anywhere, organizations must have an emergency action plan in place and educate employees on the warning signs of a violent attacker and—more important—what to do in case of an emergency. In this issue of TD at Work, Donna McEntee details how to: · Recognize the warning signs that could lead to workplace violence · Prepare for an active shooter situation · Respond to an active shooter situation · Evaluate training.

a harassment prevention training program should include: Dealing with Workplace Violence: A Guide for Agency Planners Melvin Basye, 1999-09 The U.S. Office of Personnel Management presents the full text of a handbook entitled *Dealing with Workplace Violence: A Guide for Agency Planners*, published in 1998. The handbook discusses how to establish workplace violence initiatives. The handbook covers the basic steps of program development, case studies, threat assessment, considerations of employee relations and the employee assistance program, workplace security, and organizational recovery after an incident.

a harassment prevention training program should include: Sexual Harassment in the Workplace Juliana Lightle, Elizabeth H. Doucet, 2007-01-01

a harassment prevention training program should include: Sexual Harassment in Education and Work Settings Michele A. Paludi, Jennifer L. Martin, James E. Gruber, Susan Fineran, 2015-08-26 Addresses current legal and psychological issues involved in campus and workplace violence, specifically sexual misconduct, and offers best practices for organizations seeking to prevent and respond to sexual misconduct. Based on an idea conceived at a conference for the International Coalition of Sexual Harassment, this book offers up-to-date information about sexual harassment and other forms of sexual misconduct in academic and workplace settings, as well as legal and guidance updates and best practices that discuss prevention methods. The chapters are written by noted attorneys, campus and workplace consultants, and other scholars who have assisted in collecting incident data and have thought leadership to offer. Chapters address how workplaces and campuses respond to forms of violence as well as the impact of sexual harassment on individuals, bystanders, and organizations. Readers will learn about topics such as the Not Alone initiative—a result of President Obama's Task Force to Protect Students from Sexual Assault—and the history of Titles VII and IX legislation the United States. The editors have compiled resources that address the cultural and social views of sexual harassment, the history of sexual misconduct on campuses and in organizations, and sample organizations at the national level that deal with prevention, advocacy, and legal guidance for students and employees.

a harassment prevention training program should include: United States Geological Survey Yearbook Geological Survey (U.S.), 1993

a harassment prevention training program should include: Mandated Benefits 2019 Compliance Guide (IL) Buckley, 2018-12-26 State-by-State Guide to Human Resources Law is the most comprehensive, authoritative guide to the employment laws of the 50 states and the District of Columbia. It is designed to provide quick access to each state's laws on the expanding number of issues and concerns facing business executives and their advisors--the professionals in HR, compensation, and employee benefits who work in multijurisdictional environments. This #1 guide to HR law in every state will help you to: Find accurate answers - fast - with our easy-to-use format and full citation to authority Compare and contrast employment laws between states Ensure full regulatory compliance - and avoid legal entanglements Get instant access to clear coverage of key topics, including state health care reform initiatives, FMLA, same-sex unions, workers' comp - and much more! And much more! State by State Guide to Human Resources Law, 2018 Edition has been updated to include: In-depth coverage of the Supreme Court's recent same-sex marriage decision

and its implications for employment law Discussion of three important Title VII cases involving pregnancy discrimination, religious discrimination, and the EEOC's statutory conciliation obligation Analysis of private sector employment discrimination charges filed with the EEOC during FY 2014, including charge statistics, with a breakdown by type of discrimination alleged Coverage of recent state and federal legislative efforts to prohibit employers from requiring employees and job applicants to disclose their passwords to social media and private e-mail accounts as a condition of employment Discussion of the Supreme Court's recent PPACA decision and its effect on the federal and state health insurance exchanges Update on the Domestic Workers' Bill of Rights, now enacted in six states Coverage of the growing trend to raise state minimum wage rates and to increase penalties for violations of wage and hour laws Update on workplace violence prevention efforts and related issues Coverage of state laws requiring employers to provide pregnant workers with reasonable accommodations, including longer or more frequent rest periods And much more
Previous Edition: State by State Guide to Human Resources Law, 2018 Edition, ISBN 9781454883722

a harassment prevention training program should include: Management Principles for Health Professionals Joan Gratto Liebler, Charles R. McConnell, 2020-02-26 Management Principles for Health Professionals is a practical guide for new or future practicing healthcare managers. The customary activities of the manager—planning, organizing, decision making, staffing, motivating, and budgeting—are succinctly defined, explained, and presented with detailed examples drawn from a variety of health care settings. Students will learn proven management concepts, techniques, models, and tools for managing individuals or teams with skill and ease. The Eighth Edition continues to present foundational principles of management in the context of contemporary health care. With timely coverage of such topics as medical cost sharing; use of robots; ER by appointment; increased use of observation units; renewed use of flextime staffing and scheduling; use of social media on the job, and more, this thoroughly updated text addresses the latest trends and issues that today's health care manager is likely to encounter.

a harassment prevention training program should include: Annual Review United States. National Guard Bureau,

a harassment prevention training program should include: Department of Defense Authorization for Appropriations for Fiscal Year 2012 and the Future Years Defense Program United States. Congress. Senate. Committee on Armed Services, 2011

a harassment prevention training program should include: The Drama-Free Workplace Patti Perez, 2019-03-26 Eliminate sexual harassment, unconscious bias, ethical lapses and other HR nightmares! Companies spend millions on legal compliance training and initiatives to eliminate workplace drama and the resulting low morale and lawsuits, but don't always get the results they want. Most organizations understand that simply checking legal compliance boxes around sexual harassment, bias, etc. isn't enough, but are at a loss on how to implement solutions, especially in today's post-#MeToo world. Patti Perez is an attorney, HR expert, trainer, and former state regulator, who has conducted over 1,200 workplace investigations. In this unique book, she explains the secret to avoiding all forms of drama, legal exposure, and low morale: A healthy workplace culture. Patti combines the lessons learned from 25 years of professional experience with robust data from behavioral science research to debunk common myths, including the belief that a focus on legal compliance leads to a healthy workplace culture. (In fact, it increases the likelihood of getting sued). The Drama-Free Workplace includes a section with easy-to-understand causes, effects and solutions to problems related to: Sexual harassment Bias and diversity Ethics lapses The book also includes helpful information on: Becoming an organization that values and practices fearlessness, fairness and freedom Anticipating situations that give rise to drama, with detailed advice on how to prevent it from happening Using emotional intelligence to communicate more precisely and persuasively about sensitive, controversial topics in the workplace Finally, the book's DIY section guides companies on how to: draft and enforce helpful policies (that employees will actually read and *want* to follow) design and deliver powerful and effective training programs investigate and

resolve claims of sexual harassment and other types of misconduct. Together, these practical tools will help all your employees feel valued and motivated, and keep drama, disengagement, and lawsuits, away.

a harassment prevention training program should include: Praeger Handbook on Understanding and Preventing Workplace Discrimination Michele A. Paludi, Eros R. DeSouza, Carmen A. Paludi Jr., 2010-11-02 This comprehensive, two-volume handbook compiles the current case law, management practices, and social science research on workplace discrimination, including federal- and state-protected categories. Despite guidelines for investigating complaints of discrimination and establishing preventative measures, statistics indicate that employers may not be properly implementing antidiscrimination laws in their organizations. The Praeger Handbook on Understanding and Preventing Workplace Discrimination was written to provide companies with the necessary toolkits to prevent all types of discrimination in the workplace-and to deal with them if and when they occur. This two-volume handbook offers employers a comprehensive approach to understanding, preventing, and dealing with hostile work environments through an integrated model that encompasses legal responsibilities, management theories and practice, and social science research. Volume one provides an overview of workplace discrimination through an examination of federally protected categories, such as age, disability, equal compensation, national origin, pregnancy, race/color, religion, sex, and sexual harassment. Volume two offers strategies related to reasonable care in terms of preventing workplace discrimination through policies, procedures, and training programs.

a harassment prevention training program should include: **Department of Defense Authorization for Appropriations for Fiscal Year 1998 and the Future Years Defense Program: Personnel** United States. Congress. Senate. Committee on Armed Services, 1997

Additional Resources

Harassment - U.S. Equal Employment Opportunity Commission

Harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, (ADEA), and the Americans with ...

Harassment - Wikipedia

Harassment covers a wide range of behaviors of an offensive nature. It is commonly understood as behavior that demeans, humiliates, and intimidates a person, and it is characteristically ...

Harassment - Definition, Examples, Cases, Processes - Legal ...

Jul 22, 2016 · Harassment is the act of continued and regular unwanted actions against a victim. This may include anything from racial epithets to annoying or malicious remarks, but must ...

What Really Constitutes Harassment and What Can I Do?

Oct 21, 2019 · Harassment can take different forms, and victims may be able to seek both civil or criminal remedies. Findlaw has multiple pages on the types of harassment, what qualifies as ...

What Is Harassment? Meaning, Types And Punishment

Jun 24, 2024 · Harassment involves engaging in a pattern of annoying, threatening or intimidating behavior to bother, frighten or demean a victim.

Discrimination, harassment, and retaliation - USAGov

Mar 28, 2025 · Learn about EEOC laws, which protect you from discrimination, harassment, and retaliation at work. Verify if your employer is required to follow EEOC rules.

What is Considered Harassment? Definition, Types, & Examples

Jun 15, 2024 · Harassment is any unwanted behavior, physical or verbal (or even suggested), that makes a reasonable person feel uncomfortable, humiliated, or mentally distressed. Depending ...

harassment | Wex | US Law | LII / Legal Information Institute

Harassment refers to words or behavior that threatens, intimidates, or demeans a person . Harassment is unwanted, uninvited, and unwelcome and causes nuisance, alarm, or ...

Harassment - Worker.gov

Harassment is a form of employment discrimination. Federal laws prohibit harassment based on race, color, religion, sex (including pregnancy and related conditions), national origin, age (40 ...

What You Should Know About Harassment Law in the US - Law ...

The legal definition of harassment can range from ongoing inappropriate comments, to threats of violence, to actual inappropriate touching and violence. Each of these are treated very ...

Harassment - U.S. Equal Employment Opportunity Commission

Harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, (ADEA), and the Americans with ...

Harassment - Wikipedia

Harassment covers a wide range of behaviors of an offensive nature. It is commonly understood as behavior that demeans, humiliates, and intimidates a person, and it is characteristically ...

Harassment - Definition, Examples, Cases, Processes - Legal...

Jul 22, 2016 · Harassment is the act of continued and regular unwanted actions against a victim. This may include anything from racial epithets to annoying or malicious remarks, but must ...

What Really Constitutes Harassment and What Can I Do?

Oct 21, 2019 · Harassment can take different forms, and victims may be able to seek both civil or criminal remedies. Findlaw has multiple pages on the types of harassment, what qualifies as ...

What Is Harassment? Meaning, Types And Punishment

Jun 24, 2024 · Harassment involves engaging in a pattern of annoying, threatening or intimidating behavior to bother, frighten or demean a victim.

Discrimination, harassment, and retaliation - USAGov

Mar 28, 2025 · Learn about EEOC laws, which protect you from discrimination,

harassment, and retaliation at work. Verify if your employer is required to follow EEOC rules.

What is Considered Harassment? Definition, Types, & Examples

Jun 15, 2024 · Harassment is any unwanted behavior, physical or verbal (or even suggested), that makes a reasonable person feel uncomfortable, humiliated, or mentally distressed. Depending ...

harassment | Wex | US Law | LII / Legal Information Institute

Harassment refers to words or behavior that threatens, intimidates, or demeans a person . Harassment is unwanted, uninvited, and unwelcome and causes nuisance, alarm, or ...

Harassment - Worker.gov

Harassment is a form of employment discrimination. Federal laws prohibit harassment based on race, color, religion, sex (including pregnancy and related conditions), national origin, age (40 ...

What You Should Know About Harassment Law in the US - Law ...

The legal definition of harassment can range from ongoing inappropriate comments, to threats of violence, to actual inappropriate touching and violence. Each of these are treated very ...

A Harassment Prevention Training Program Should Include

A Harassment Prevention Training Program Should Include

Related Articles

- [a generator converts mechanical energy into](#)
- [a category of literature or art](#)
- [a federally funded research study](#)

[Back to Home](#)