

# Anti-Bullying & Sexual Harassment

## 2 Hour Workshop

Bullying and harassment can have a deep and lasting impact on people and, inconceivably, to those who have not been in that situation – it is an experience that provokes its victims, rather than its perpetrators, to feel guilt, anger, remorse and shame. When an employee is in a precarious work situation, often harassment incidents are endured as the person is terrified of what will happen to their income and job prospects if they take action. This can cause people to keep quiet and not report incidents until either they leave the company or other people speak up. Whether the harassment is inappropriate comments, texting, insensitive jokes or touching, if it makes a person feel uncomfortable it is labelled as harassment.

**To help support your employees to fully understand all aspects of harassment and help to raise awareness of what victims can and should do in the event of such treatment.**

### Content

The workshop will protect the rights and safety of your employees and avoid ending up in a tribunal for a constructive dismissal claim that may end up in tribunal.

**Boundaries** - that there is clarity on what constitutes bullying and sexual harassment

**Legislation** - Introduced to key legal requirements and best practice

**Implications** - 'Clumsy, creepy or criminal' – understanding the implications of behaviour

**Examples** - Explore positive and less-positive examples of organisational practices

**Clarity** - Challenge your thinking and behaviour and ensure that everyone leaves with a clear understanding

**Support** - Know how you can be personally supported if you are a victim or a manager of a victim of harassment

### Format

The sessions are facilitated by experts from our EDI team and can be delivered virtually or face to face. With the option to be extended to a half day with more detailed information and examples.

For managers, there is the option of one day workshops with more practice and further information on internal policies and processes.

