

## WORKSHOP: PREVENTING WORKPLACE HARASSMENT

Workplace harassment is all too common. Victims of harassment are often unsure of what qualifies as harassment and what to do when they're being harassed. Often harassment goes unreported and continues to be an issue. Workplace harassment can ruin a great job and turn an organization into a toxic and unproductive environment.

This workshop is intended to explore the various types of harassment, carefully consider the impact of harassment on individuals and organizations and provide practical tools for creating a harassment-free workplace.

This 1-day intensive, hands-on workshop engages participants in developing strategies for prevention and how to best manage situations when they occur. The tone of this workshop is carefully crafted to ensure the training is not punitive in nature or focused on men versus women but rather stresses the very real benefits of working in a productive and cohesive work environment. The workshop is structured to bring the issue to life through the use of small group activities, case studies and realistic scenarios. Some of the learning outcomes for this session include:

- Identify the various types of harassment behaviors and issues and how to prevent them
- Identify the similarities and differences between harassment and discrimination
- Distinguish between the work and social environments and how to identify boundaries
- Learn tools for minimizing conflict and maximize employee effectiveness
- Recognize appropriate and inappropriate behaviors
- How to prevent and/or stop incidents before they occur
- Understand the current policy regarding workplace harassment
- Understand individual responsibility to avoid workplace harassment and contribute to a respectful workplace

This workshop has been exceptionally well received for its practical and upbeat approach for addressing harassment as a significant workplace issue. Past participants appreciate the practical nature of the workshop along with the opportunity to try on their new skills in class. Many have remarked they leave the class with a toolkit of proven tools, tips and methods and approaches for operating more effectively in the realities of complex and demanding workplace. This workshop is offered by StrategyWorks, Inc., an International consulting and training firm. The instructor and owner, is a highly sought- after speaker and instructor who has worked across a variety of Federal, State, and local agencies. StrategyWorks, Inc., and their team of experienced consultants and trainers enjoy a reputation for providing practical, hands-on learning and creating an environment conducive to learning and then applying the skills in a meaningful way.