

Harassment Prevention Training that Covers Critical Topics

Today's workplace can be a virtual bazaar, with people, ideas, customs, business practices, and behavioral norms influenced by cultures and expectations from around the world. What's customary to one person may seem insensitive or rude to another, and while some legislation attempts to keep up with the realities of human interactions in and out of professional environments, there are many scenarios in which people are not sure about the best behaviors, responses and actions to take. This is why it is important to pursue workplace harassment prevention training that not only aligns with legislative requirements, but also addresses the many emerging issues with which people may be unsure of the proper approach.

NAVEX Global's Workplace Harassment course addresses the persistent challenges of sexual harassment and bullying, yet also addresses the very real concerns about social media and technology, religious and ethnic stereotypes, gender expression and political speech in the modern workplace. The table below defines the more than 20 modules available in our updated Workplace Harassment course.

Module	Details	Employee: 30 Minutes	Manager Basics: 60 Minutes	Manager Standard: 120 minutes
Harassment Basics	Learners explore harassment fundamentals, definitions, the two main forms of harassment and protected categories	X	X	X
PAL@ Work	The role of technology when it comes to harassment + clear definition of sexual harassment	X	X	X
So Long Rec Room	Different forms of harassment – verbal, visual, physical – boundary issues and the differences between rudeness and bad manners and harassment	X		X
Anywhere, Anytime (with test-out option)	The many places where harassment can take place, including outside of the office	X	X	X
Speaking Up	The obligation to speak up when it comes to harassment and the policies against retaliation	X		X
Workplace Relationships (with test-out option)	Explore the pitfalls of a workplace romance	X	X	X

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Conclusion	Review key concepts	X	X	X
Resources	Policies and certification	X	X	X
A Typical Day (Parts 1 and 2)	How to spot complaints, notice harassment and respond appropriately		X	X
Cammy the Comedian	Humor, no matter its intent, can create problems. How best to handle it		X	X
Nura's Headscarf	Examine the issues of religion, racism, national origin and gender harassment, as well as stereotypes and assumptions		X	X
The Military Figurine	Military service and disability harassment and the importance to investigate even when witnesses are reluctant		X	X
Complaints Against the Manager Personally	How to handle complaints against them correctly, and prohibitions against retaliation		X	X
I Can't Forget What I Saw	In-depth on workplace romances and the dangers of perception and conflict and workplace impact			X
Disrespecting Joy	The reality that you can't say whatever you want at work; explores gender identity issues			X
Take Me Out of The Ball Game	Bullying and abusive conduct and their impact on morale; the importance of immediately addressing it			X
A Public Point of View	Social media and how harassment can take place over the Internet			X
It's Just a Podcast	Sexual harassment in greater depth as well as unintentional harassment			X
Easy Street	Explore pregnancy and family responsibility harassment and treating caregivers equally			X
Conclusion	Review key concepts		X	X
Resources	Policies and certification		X	X

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NAVEX Global's comprehensive suite of ethics and compliance software, content and services helps organizations protect their people, reputation and bottom line. Trusted by 95 of the FORTUNE 100 and more than 12,500 clients, our solutions are informed by the largest ethics and compliance community in the world.