

Sexual Harassment (Full Day)

Aim

This full day workshop helps us to understand the challenges and harness the strengths of doing business in a multi-cultural society whilst highlighting the differing perspectives people hold with regards to sexual harassment and diversity as a whole.

This course explores latent prejudices and encourages the delegates to move into a solutions-based mode through discussion and sharing of real life situations. The modules covered assist the delegate in identifying appropriate behaviour in the workplace, what is likely to lead to conflict and how to address it professionally.

What Others Had to Say About this Course...



The course was really helpful because it alerted me to issues, we have to address and sort out! Caroline – Adcorp Group

Who Should Attend this Course?

This course will benefit all staff.

Outcome

This is a holistic workshop. At the end of it learners will be able to discern the need for a set of personal, societal and business related behaviours with particular emphasis on sexual harassment and etiquette in general.

SAQA US ID	NQF LEVEL	CREDITS	US TITLE
116489	4	5	Behave in a professional manner in a business environment

The unit standards above are an indication of the content of the workshop. Our workshop theories are designed to include the outcomes recommended by SAQA US IDs.

Duration: 1-Day

Content

Definition	<ul style="list-style-type: none"> • Defining sexual harassment • The different forms of sexual harassment • What the Law says • What international best practise requires when dealing with sexual harassment • The severity of harassment is determined by its impact on the victim • Sexual harassment in the South African context – exploring cultural influence and patriarchy
The Causes of Sexual Harassment	<ul style="list-style-type: none"> • Six different types of harassers • Mr Macho, the Grate Gallant, the Opportunist, the Power Player, the Serial Harasser, and the Situational Harasser • How does the harasser come to believe they have a right to behave in this manner?
The Profile of a Typical Victim	<ul style="list-style-type: none"> • It's important to understand that both men and women can be sexually harassed, however the overwhelming number of people subjected are women • The type of women who can be victims • Myth buster and fact
The Consequences and Implications	<ul style="list-style-type: none"> • Psychological reactions experienced • Physiological reactions experienced • Career related effects • Costs to companies
Solutions for Sexual Harassment	<ul style="list-style-type: none"> • The problems associated with resolution • What can be done to prevent sexual harassment
Resources and Assistance for Handling Harassment	<ul style="list-style-type: none"> • Two methods of handling complaints • Informally – the harasser can be approached and asked to stop • Formal – the victim approaches the appropriate person to lodge a formal complaint • The company policies • CCMA legislation • Civil litigation