



Sexual Harassment (Full Day)

Course Outline



Your business outcomes are our priority. Proving impact in real time.

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

Topic	What You Will Learn
Definition	• 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	• 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	• 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	• Psychological reactions experienced • Physiological reactions experienced • Career related effects • Costs to companies
Solutions for Sexual Harassment	• The problems associated with resolution • What can be done to prevent sexual harassment
Resources and Assistance for Handling Harassment	• 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

Optional Purchases

When ROI and Implementation Matter

At Staff Training, we understand that each individual and/or organisation has unique needs and goals. We have developed a range of valuable, but optional purchases to maximise your training outcomes:

SETA Accredited Training Options

Most of our workshops are aligned with SETA Accredited unit standards, or you can opt for the fully accredited version of your workshop choice. This includes a certificate of competence when successfully completed. All other certificates are certificates of attendance.

The Afterburner

Afterburners are additions to selected workshops. These continued learning courses include a re-cap of material covered during the workshop and continue to expand on both knowledge and skills development for the workplace.

Skills Check

Skills Checks are extremely useful in the measurement of ROI of soft skills training. This tool is structured to help the learner improve on the implementation of new skills through a goal-driven process of accountability and reflection.

LevelUp Coaching

A 2-hour, one-on-one coaching option for those who would like to address and build on the knowledge they gained during training. Converting theory into practice under the tutelage of an experienced coach.

PowerPath Coaching

A powerful investment into your future leaders. One-on-one leadership coaching with the globally acclaimed Enneagram as the self-mastery tool.

Staff Training is an accredited IEQ9 Provider. Our Enneagram offerings include a SETA Accredited version of a leadership development workshop as well as an emotional intelligence and Enneagram combination. You can also explore our specialist hybrid offerings of workshops and coaching below.

<u>Enneagram Group Coaching Journey</u>	<u>Enneagram: Insight to Action</u>
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