



# Sexual Harassment (Half Day)

## Course Outline



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

## Aim

This half day workshop gives guidelines on how to deal with sexual harassment and gender ethics within the workplace, the causes, consequences to individual and company, the potential resolutions, and cures. Sexual Harassment lawsuits are costly and organisations that have regular awareness training are less likely to be in a position of having to defend their actions and decisions.

## What Others Had to Say About this Course...

*This course addressed issues that both men and women have to cope with.*

**– Sheena**

## Who Should Attend this Course?

This course will benefit all staff.

## Outcome

The delegates who attend this training will gain improved knowledge of acceptable interpersonal boundaries and acceptable and unacceptable sexual behaviour. They will be better positioned to recognise manipulation of sexuality and be empowered to give more appropriate responses.

| SAQA US ID | NQF LEVEL | CREDITS | US TITLE                                                                         |
|------------|-----------|---------|----------------------------------------------------------------------------------|
| 116489     | 2         | 5       | <b>Identify and operate within ethical boundaries for human sexual behaviour</b> |

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: ½ Day***

## Content

| Topic                                                                        | What You Will Learn                                                                                                                                                                     |
|------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>The Definition and Description of Harassment</b>                          | <ul style="list-style-type: none"> <li>• What does the law say?</li> <li>• What are international best practises when dealing with sexual harassment?</li> </ul>                        |
| <b>The Causes of Sexual Harassment Related to Gender, Ethics and Culture</b> | <ul style="list-style-type: none"> <li>• What gives rise to sexual harassment?</li> <li>• What is perception and what is reality?</li> <li>• How do the two get confused?</li> </ul>    |
| <b>The Profile of Harassers</b>                                              | <ul style="list-style-type: none"> <li>• How does a typical harasser behave?</li> <li>• What thinking, what actions can one expect?</li> </ul>                                          |
| <b>The Profile of a Typical Victim</b>                                       | <ul style="list-style-type: none"> <li>• How does a typical victim behave?</li> <li>• What thinking, what actions can one expect?</li> </ul>                                            |
| <b>The Consequences and Implications of Sexual Harassment</b>                | <ul style="list-style-type: none"> <li>• How far reaching are the consequences, what can be observed and what cannot?</li> </ul>                                                        |
| <b>The Solutions for Sexual Harassment</b>                                   | <ul style="list-style-type: none"> <li>• What are the ways forward? What can one do to prevent harassment in the organisation?</li> <li>• What is management responsibility?</li> </ul> |
| <b>Resources and Assistance with the Handling of Harassment</b>              | <ul style="list-style-type: none"> <li>• What can be done if you are in the position of being harassed? The options available to you.</li> </ul>                                        |

# 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.**

|                                                         |                                                     |
|---------------------------------------------------------|-----------------------------------------------------|
| <a href="#"><u>Enneagram Group Coaching Journey</u></a> | <a href="#"><u>Enneagram: Insight to Action</u></a> |
|---------------------------------------------------------|-----------------------------------------------------|