

ARE YOU ACTUALLY PREVENTING HARASSMENT? OR JUST BEING COMPLIANT?

Find out by taking the quiz below

1. Your harassment prevention training includes information about how harassment violates your core values. Yes No
2. The CEO attends your harassment prevention training, or sends an email prior to online training, and shares that he or she takes this topic very seriously. Yes No
3. The main goal of your harassment prevention training is to educate people about respect and dignity for all (as opposed to the main goal being explaining the law). Yes No
4. The learning extends past the learning event (e.g., managers facilitate discussions about respect and inclusion throughout the year). Yes No
5. Managers are *required* to address legal, negative behaviors (e.g., bullying, incivility), because not doing so would discourage reports of harassment. Yes No
6. Your core values are also core competencies, and everyone is measured on and held accountable to them. Yes No

Did you check yes or no?

The more yes's, the more you are on the right path to true harassment prevention. No's indicate you might be too focused on compliance, and not enough focused on prevention.



Everyone's talking about sexual harassment prevention; the advice seems to be policy, training, policy, training. While that's important, the real harassment prevention is in your organization's culture.

As the CEO of SHRM recently stated in front of the CA Legislature, "With a healthy workplace culture, when sexual harassment is observed or experienced, the community takes over and shuts it down collectively, with a message that this behavior will not be tolerated here, by anyone at any level." **POLICY AND TRAINING CAN'T GIVE YOU THAT.**

Further, businesses who allow negative (but legal) behaviors to occur (e.g., workplace bullying) send the message that bad behavior will not be addressed. So employees won't report illegal harassment to you - instead they'll report it to an attorney.

We offer harassment prevention training that actually prevents harassment.

CivilityPartners.com/Training

Consulting

Partnering with you to create a custom climate survey, and working with the leadership team to create and execute a strategic plan for a positive culture.

Training

Offering training programs in a variety of topics, including creating a positive culture, communication, and eradicating workplace bullying.

Coaching

Specializing in a proven coaching method, designed specifically for abrasive leaders who minimize the damage their behaviors cause.