
In today's increasingly litigious business climate, it is crucial that employees have a clear perception of the behavior that may constitute harassment. Employers, in turn, are responsible for building positive, productive workplaces. Part of this mission is to assure that an organization's work environment does not become hostile to its employees.

Many of our clients have requested question-and-answer sessions on possible courses of action, while others prefer an interactive training session coupled with a question-and-answer session for senior managers.

For each of our clients, we recommend that all personnel undergo customized training in order to dispel any misconceptions about harassment at all levels of the organization. Our Anti-Harassment Training was designed to achieve the following organizational goals for our clients:

- **Promote** clear communication of your organization's anti-harassment policies.
- **Demonstrate** that your organization treats harassment prevention and complaints seriously.
- **Clarify** behaviors that constitute harassment and possible methods of diffusing conflict.
- **Define** clearly the concept of a "hostile" work environment.
- **Establish** a clear role for managers and supervisors in harassment prevention.
- **Create** a "safe" working environment in which all staff members can rationally discuss existing or potential problems and grievances.

- **Establish and implement** a legally defensible process to handle harassment claims within an organization that is sensitive to the rights of the individuals involved to handle harassment claims within an organization.

Our processes will dissipate conflict and help protect your organization from costly individual and class-action lawsuits. The Anti-Harassment Training is presented to encourage interaction and candid dialogue. Common issues that surface in these sessions include:

- What is "reasonable accommodation"?
- How do "strong language" and "informal language" play a role in harassment and harassment prevention?
- Are employee dress codes a form of harassment?
- What is acceptable behavior?
- Which actions are appropriate in matters of religious expression?
- Which course of action should be taken if a complainant is a member of a protected class?

The Anti-Harassment Training can be conducted in a variety of venues. While it may be convenient to hold the training at your own facility, it may be prudent to reserve an off-site meeting space. This provides a neutral setting where your employees can receive training in a low-pressure environment.

Contact us to discuss the options available to your organization through our Anti-Harassment Training program.

DAVIDSON CONSULTING

PROVIDING GLOBAL SYSTEMS TO IDENTIFY, TRAIN, DEVELOP AND RETAIN COMPETENT PEOPLE

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