

# Harassment Prevention: Creating a Respectful Workplace for Employees

Amidst sexual harassment complaints, workplace scandals, and a growing cultural awareness of the importance of respect in the workplace, this training for employees will explore the types of behavior that constitute harassment or are deemed inappropriate in a professional environment. Learn about your responsibility to report such conduct, as well as the consequences for engaging in behavior that violates your company's anti-harassment policy. Discover your role in ensuring the workplace is comfortable, safe, and harassment-free.



## Learning Objectives:

- Describe a respectful workplace.
- Discuss how intention is different from impact and why that matters.
- Demonstrate the steps to report any concerns.
- Identify your role in maintaining a harassment-free workplace.

## Learning Options:

- eLearning
  - ◆ English and Spanish versions available
- At your location

## Who Should Attend:

- All employees

## Learn. Grow. Succeed.

Delivery options include learning at MRA, at your location, or online.  
Contact MRA to explore how this program may be customized to your unique individual and team training needs.



[www.mranet.org](http://www.mranet.org)

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# Course Outline

- **Discuss the importance of respect in the workplace**
  - ◆ Understand the difference between intent and impact
- **Explore harassment and the law**
  - ◆ Define harassment, including sexual harassment, and federal protected characteristics
  - ◆ Recognize harassing conduct
- **Review how to respond to harassment and promptly report concerns**
- **Prevent harassment by understanding your personal role and responsibility**
- **Evaluate your own conduct in terms of supporting a respectful workplace**

“ MRA’s eLearning on Respectful Workplaces is really well-done. The message, along with graphics and tempo, make this training well worthwhile! ”



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