

Harassment Prevention: Creating a Respectful Workplace for Managers

Amidst sexual harassment complaints, workplace scandals, and a growing cultural awareness of the importance of respect in the workplace, this training for managers and supervisors will explore the types of behavior that constitute harassment or are deemed inappropriate in a professional environment. Learn about your responsibility to prevent, respond to, and report such conduct, as well as the consequences for engaging in behavior that violates your company's anti-harassment policy. Discover your responsibilities as a legal agent of the company and your key 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:

- Supervisors/Managers

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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.



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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**
 - ◆ Identify types of harassment, including sexual harassment, and federal protected characteristics
 - ◆ Recognize harassing conduct
- **Recognize your role in responding to harassment and promptly addressing concerns**
- **Review steps to take with a harassment complaint process**
- **Prevent harassment by understanding your personal role and responsibility as a legal agent of the company**
- **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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